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DIVISION OF REVIEW

CHILD LABOR CONTROL UNDER NRA

By
Solomon Barkin

(A Section of Part D: Control of Other Conditions of Employment)

WORK MATERIALS NO. 45
THE LABOR PROGRAM UNDER THE NIRA

Work Materials No. 45 falls into the following parts:

Part A: Introduction
Part B: Control of Hours and Reemployment
Part C: Control of Wages
Part D: Control of Other Conditions of Employment
Part E: Section 7 (a) of the Recovery Act

LABOR STUDIES SECTION
MARCH, 1936

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FOREWORD

The study of "Child Labor Control Under NRA" was prepared by Mr. Solomon Barkin of the Labor Studies Section. It is one of a series of studies conducted by this Section on the attempts to control, through the codes of fair competition, not only wages and hours of work but also other conditions of employment.

Probably the most outstanding and universally approved section of this part of the NRA labor program was the regulation of child labor. Effective regulation of labor conditions permitted the realization of the humanitarian goal of the elimination of child labor. The study is an investigation of the administration as well as the effects of the provision.

In the preparation of this material assistance was given by the Industrial Division of the Children's Bureau of the United States Department of Labor.

In the Appendices are many valuable compilations of lists of hazardous occupations which will be of great assistance in the development of such legislation either by States or the Federal Government. The experience under the NRA should be of value to all administrative agencies handling this problem.

At the back of this report will be found a statement of the studies undertaken by the Division of Review.

L. C. Marshall
Director, Division of Review

March 14, 1936

CHILD LABOR CONTROL UNDER NRA

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SUMMARY

The regulation of child labor was first undertaken by NRA in the cotton textile code largely at the request of groups interested in the elimination of child labor. It was reaffirmed in the President's Reemployment Agreement. The provisions of the latter Agreement may, in fact, be declared to have contained the essential outline of NRA policy on child labor. It established a sixteen year minimum and permitted an exemption for minors between the years of 14 and 16 in non-manufacturing industries. Additions to policy included the adoption of the certificate system for identifying the ages of employees and the prescription of a higher age, usually 18 years for hazardous employments. The effort to eliminate the exemption granted in non-mercantile industries to persons under 16 years of age failed.

The codes provided for the regulation of child labor. The general minimum was 16 years, but 49 codes set higher minimum ages. Sixteen codes granted exemptions from the minimum age of 16 years. In 444 codes and supplements to codes a higher minimum age was established for hazardous occupations within the industry. These lists were not submitted usually within the required period. They were developed by the code authorities with the advice and assistance of the Labor Advisory Board and the Children's Bureau of the Department of Labor. In all, the Labor Advisory Board furnished 355 individual lists of occupations to code authorities. One hundred seventy four lists were either approved or acknowledged by the Administration as adequate definitions of the hazardous occupations of the particular industries. The other industries failed to furnish the proper lists for approval to the Administration. It was the activity of the Labor Advisory Board staff which assured the achievement of such progress in this respect as was witnessed.

Compliance with the child labor provisions was rather general. It was facilitated by the fact that the Federal Emergency Relief Administration undertook to take special care of those cases where the removal of the child worker from industry would be especially harmful to the family.

The child labor provisions were very effective. They resulted in the practical elimination of child workers from industry. The number of certificates for employment issued to child workers declined from the per ten thousand children of the ages 14 to 16 in 1929 to 67 in 1934. All available evidence indicates that employment of children in industry was negligible as a result of the code provisions. The removal of these persons under 16 years of age from industry apparently opened up a larger number of opportunities to the older children from 16 to 18 years. Two results of the interest in the child labor problem caused in part by the child labor legislation under NRA were the approval by 18 additional States of the Federal Child Labor Amendment and the raising by 4 States of their age standards to the levels approximately similar to those established in NRA codes.

Available information indicates that with the invalidation of the NRA codes, child labor has returned in many industries where the NRA had eliminated it.

CHILD LABOR CONTROL UNDER NRA

The regulation of child labor became a part of NRA legislation largely as a result of the efforts of labor and other groups interested in the elimination of child labor and the reduction of adult unemployment. There is little evidence to support the conclusion that it had been originally contemplated that codes would prescribe minimum ages for employment. In the Congressional debates and hearings on the NIRA little mention was made of the subject. The most significant of the rare instances in which child labor was referred to in the discussions were the following remarks by Representative Kelly of Pennsylvania on May 25, 1933, on the floor of the House. He declared that -

> "We are attempting to stabilize industry. . . With fair wage standards and the elimination of sweat shop wages, child labor and other intolerable conditions, the fair and humane employer will be protected against cut-throat competition" (*).

That problems connected with child labor were being considered, however, is indicated by the fact that the subject had appeared in the drafts for other measures of industrial reform or control.

The major interest of NRA administrative leaders was in recovery brought about largely through the reduction of unemployment and the increase of mass purchasing power. The emphasis was consequently placed upon "maximum hours . . . minimum wage scales . . . and conditions of employment", but the latter did not include a precise and direct prescription against child labor (**). None the less, the demand for the elimination of child labor soon became articulate and found expression in NRA policy and codes. The provision was universally approved and inspired considerable commendation.

It was at the hearings on the cotton textile code that the child labor issue was brought to the fore. General Johnson declared that Congress had intended the minimum wage in the codes to be a minimum wage in fact. Whatever advantages industry gained out of the employment of children in the past through paying children less than adults would be removed by the minimum wage provision in the codes. (***). The cotton textile industry, through Mr. C. A. Sloan, President of the Cotton Textile Institute, replied that the industry had "no interest in maintaining child labor" in the industry. The Administrator, who had been previously informed at the meeting of the Labor Advisory Board on June 22, 1933 that it believed the absence of an adequate provision prohibiting the employment of child workers to be one of the major defects of the code, requested Mr. Sloan to insert a specific prohibition against child labor. Such a provision would remove all doubt as to the effectiveness of the wage provision as "might be (raised) by a representative of the Labor Advisory Board". Mr. Sloan, noting that the problem had not been previously discussed in the preliminary conferences with the Government, declared that he would willingly discuss

(*) Congressional Record (May 25, 1933) - p. 4310.

(**) National Recovery Administration Bulletin No. 2, Basic Codes of Fair Competition, (June 19, 1933). Government Printing Office.

(***) National Recovery Administration Hearings on the Code of Fair Competition for the Cotton Textile Industry, p. 13. NRA files.

the matter with members of the industry. As a result of such a meeting the industry committee reported, on June 28, 1933, that -

> "We believe that the minimum wage provisions of the code will end child labor which has already reached a vanishing point in this industry, but we wish to go beyond this. . .
>
> "Our cotton textile industry committee believes that it would be helpful to the broad movement, if the Administrator is agreeable, to put an express provision in the cotton textile code that the employment of minors under 16 years of age be not permitted during the emergency" (*).

The approved code provided that -

> "On and after the effective date employers in the cotton textile industry shall not employ any minor under the age of 16 years."

The significance of this step was widely recognized. The Administrator declared this addition to be -

> "The most dramatic and significant development . . . The reason why this ancient atrocity could so easily be killed notwithstanding its tenacity of life against twenty-five years of attacks was also intrinsic in the President's idea that employers would be glad to do much by general agreement that no single employer would dare to do separately." (**)

I. DEVELOPMENT OF NRA POLICY

A. The PRA

The establishment of a minimum age for employment in the cotton textile industry, the first codified industry, firmly fixed the elimination of child labor as a major objective of the NRA. The Administration has since reiterated this objective in many of its policy declarations. In fact, in the President's Reemployment Agreement, which represented the Administration's first definitive formulation of labor standards, specific age limits were set. The Agreement provided that no employer was "to employ (after August 31, 1933) any person under 16 years of age except that persons between 14 and 16 years may be employed (but not in manufacturing or mechanical industries) for not to exceed 3 hours per day and those hours between 7:00 A.M., and 7:00 P.M., in

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(*) Hearings op. cit., (June 28, 1933), Release No. 18, p. 2.

(**) National Recovery Administration Codes of Fair Competition Vol. I, p. 12

such work as will not interfere with hours of day school" (*)

In its major aspects, NRA policy remained substantially the same, although the effort to limit child labor was considerably amplified in the course of NRA's history. Neither the original basic policies nor the specific developments encountered any serious or insurmountable opposition. The major developments concerned themselves with the actual phrasing of the specific provisions included in the code, the development of a specific technique for administration, the inclusion of a provision banning employment of young persons at hazardous employment and the effort to eliminate the tolerance with regard to children of 14 to 16 years of age in non-manufacturing jobs.

The clause most commonly recommended in the first months of NRA declared that "no person under 16 years of age shall be employed in the trade or industry" (**) This clause was supplemented by a statement that "members of the trade or industry shall comply with any laws of such state imposing more stringent requirements regulating the age of employees. . .than under this code". This double provision remained the usual regulation in the early codes.

During the code hearings of the first basic codes, a question arose as to the responsibility of employers in connection with the proof of the age of employees. The individual trade associations proposed to insert in their code drafts the words "knowingly employing" children. In the hearings on the steel code, Secretary of Labor Perkins protested this language. She referred to it as "probably an oversight in the wording of Section 4 of Article IV" (***). As written it provided that no member of the code shall "knowingly" employ any person in the industry under the age of 16 years. It had been the experience of all state departments charged with the enforcement of child labor laws that the inclusion of the word "knowingly" makes it almost impossible to enforce any child labor law. The Children's Bureau of the Department of Labor, particularly, protested this wording. It declared that "this limitation makes the clause practically impossible of enforcement due to the great difficulty of proving that the employer has not been deceived as to the child's age." In its argument it pointed out that -

> "During the early period of child labor legislation, one of the means of nullifying a law prohibiting the employment of children under a certain age or limiting their hours of work

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(*) The joint meeting of the NRA Advisory Boards and the Administrator, on July 10, 1933 developed an agreement on a flat minimum of 16 years for all industries. The exemption for persons of 14 to 16 years was added in the revision by the Administrator's staff.

(**) The Development of The Model Code and Model Provisions Codes "Tentative Draft of Model Code" (About August 15, 1933) a study by Harry Hulley NRA Administrative Studies Division of Review.

(***)National Recovery Administration Hearings on the Steel Code, NRA files (July 31, 1933). Address by Secretary of Labor Frances Perkins, NRA Release No. 146, p. 12.

> was the imposition of a penalty effective only in the case of the employer 'knowingly' having violated it, a provision which put a premium on ignorance and balked the intent of such labor legislation" (*).

Although the code language was revised so as to exclude the word "knowingly", representatives of industry continued to demand of NRA some clarification of the language to remove the uncertainties concerning the obligations of employers. One suggestion was to provide that "reliance in good faith by an employer upon any evidence as to age admissible in the court of the state in which such employment takes place shall be deemed a compliance with this provision" (**). However, many protests were entered against this ambiguous language. The Children's Bureau vigorously criticized this language. The representative of the Labor Advisory Board, at the conference, recommended the use of the employment certificates as a positive proof of age. This suggestion was accepted.

The provision generally adopted in NRA has read as follows:

> "In any state an employer shall be deemed to have complied with this provision if he shall have on file a certificate duly issued by the authority empowered to issue employment or age certificates or permits showing that the employee is of the required age" (***)

The only later change made in this language was to prescribe that the certificate shall be a "valid" one "duly signed by the authority in such state" (****).

The above provision furnished an easy method whereby an employer could protect himself, and still offer definite proof of good faith. The system of issuing certificates in the various states had accustomed employers to requiring such certificates. Parents' affidavits of age, on the other hand, have been found unreliable. Evidence to this effect was obtained by the United States Children's Bureau when it was administering the Federal Child Labor Law of 1917-18. It found it necessary to issue employment certificates in certain states because state certificates were not satisfactory. The first 3,858 applications made for Federal certificates, in one state, were checked with the affidavits on the basis of which the Commissioner had previously issued state certificates. This check revealed the fact that the documentary evidence presented by the parents showed that 601, or 16.6 percent of

(*) Memorandum of September 18, 1933, from Children's Bureau, re: Use of the word "knowingly" in the child labor prohibitions of the NRA Codes. (NRA files, Child Labor).

(**) "Suggested Outline for Code Draft"- (about September 15, 1933), The Development of The Model Code - supra.

(***)"Suggested Outline for Codes"- (Draft of October 1, 1933), The Development of The Model Code - supra.

(****)Labor Advisory Board Model Code - (Draft of January 7, 1935, The Development of The Model Code - supra.

the number checked, were younger than the age previously sworn to by the parents, and that 81 children were over that age. Those manufacturers who shipped in interstate or foreign commerce, and who felt that the parents' affidavit was the best evidence, were free under the Federal Child Labor Act to accept it, but they were liable to prosecution if in fact it proved unreliable and they employed children contrary to the provisions of the Act. Very few of them, however, had sufficient confidence in the parents' affidavits to be willing to take this risk. (*)

B. Child Labor and Hazardous Occupations

At the insistence of such organizations as the National Child Labor Committee, the Children's Bureau of the Department of Labor, and the representatives of the Labor Advisory Board, attention was increasingly directed toward the further protection of child workers in industry by prohibiting them from employment at hazardous occupations. On July 19, 1933, the National Child Labor Committee recommended, as basic principles governing child labor, (1) a 16 year age minimum in every industry for all types of employment in the industry, and (2), an 18 year age minimum for industries or specific processes in industries "where unemployment is especially acute or where the risks of employment make advisable adult workers" (**)

The National Child Labor Committee recommended, in the case of the Bituminous Coal Industry, an 18 year age limit for all coal mine operatives, an 18 year minimum for the Steel Industry, and an 18 year minimum for certain processes such as employment in saw mills and logging operations in the Lumber Industry. The Children's Bureau supported these efforts by submitting lengthy memoranda containing the available pertinent information justifying the above regulations. The Bituminous Industry established in the code a 17 year minimum for inside mines and hazardous work outside of any mine; the Lumber Industry set an 18 year limit for all its employees except that it permitted boys 16 years or over in the wooden package division of the industry and at non-hazardous occupations during school vacation periods "if there are no wage-earners of 18 years or over in the families". The Iron and Steel Industry did not set a higher minimum for the more hazardous occupations.

The movement for the specific protection of minors from hazardous employments made considerable progress. Not only did many large industries adopt the principle, but other advanced industries soon followed. Only three of the first twenty codes recognized the principle of a higher minimum for hazardous work; but the later codes furnished an increasing number. The Children's Bureau of the United States Department of Labor, in order to further this movement, undertook a special

(*) "Administration of the First Federal Child Labor Law," Children's Bureau Publication No. 78, page 23.

(**) Letter of Mr. Courtney Dinwiddie, Executive Secretary of the National Child Labor Committee to General Hugh S. Johnson, July 19, 1933. (NRA Files, Child Labor).

effort to familiarize the NRA administrative staff with the problems of hazardous employments. On August 15, 1933, it addressed a communication to all Deputy Administrators indicating that "while the codes of fair competition are generall recognizing 16 years as the minimum age for employment, it is equally desirable that the code for some industries should prohibit the employment of persons up to 18 years of age at least in occupations involving extreme danger." It furnished these officials with a complete list of the operations in which "accident evidence warrants the prohibition of employment for minors under 18 years", and a list of the states in each case "which fix 18 years as minimum age for employment in this type of work", and information on accidents to minors in industries (Appendix A).

The Labor Advisory Board took a strong stand in the development of policy on this subject within the Administration. A draft of a tentative outline for codes by the Administration was criticised by the Board for not including a provision protecting minors under 18 from hazardous employments. It indicated that -

> "In some states dangerous occupations are prohibited to minors under 18. In other backward states this is not done. Result is unfair competition. Therefore, where some states make the age limit 18 years for certain trades, the code should prohibit employment of any minor under 18 in such trades throughout the country" (*).

As a result of this criticism the model code was amended to include a provision recognizing superior state laws to be applicable where they established higher labor standards. The memorandum in reply to the Labor Advisory Board declared that it had not become NRA policy to require that "where a state sets a higher minimum, that minimum should apply to the whole industry". In fact, the respondent declared it to be primarily the problem of the Labor Advisory Board to obtain such a provision in the code. The campaign for such a provision in individual codes and for a general policy was carried on by the Labor Advisory Board.

The staff of the Labor Advisory Board formulated the prevailing policies of the Board on September 18, 1933. This statement made it encumbent upon each staff member and labor advisor to insist upon the inclusion of a clause of the following content:

> "No employer shall employ any person under 16 years of age nor any person under 18 years of age at operations and/or occupations detrimental to health. The Code Authority shall submit to the Administrator for approval before January 1, 1934, a list of such occupations."

The first opportunity to obtain general approval of this principle appeared in connection with the drafting of the "model" code issued on October 1, 1933. The Labor Advisory Board representatives recommended and obtained the inclusion in this draft of the provision that -

(*) Letter of August 9, 1933, William Leiserson to William P. Farnsworth. (NRA Files, Child Labor).

"No person under _____years of age shall be employed in the trade/industry nor anyone under _____years of age at operations or occupations hazardous in nature or detrimental to health. The Code Authority shall submit to the Administrator before_____(date) a list of such occupations" (*).

While no specific ages were included, it was generally understood that reference was being made to 16 years as a general minimum and 18 years as a minimum for hazardous occupations. It was in the October 25th and November 6th, 1933, drafts of the so-called "model" codes that these ages were definitely inserted. (**)

The inclusion of this provision in the model codes had the immediate effect of both standardizing the provision and bringing to the fore the problem of protecting young persons against hazardous employments. The resulting discussion of this provision within NRA administrative circles led to its general introduction in codes. Six of the 16 codes approved on October 3, 1933 had provisions establishing a higher minimum in the case of hazardous occupations. The number of codes containing these clauses increased considerably as time went on. The codes did not mention, however, the specific occupations from which minors under 18 were to be excluded but required the code authority to submit such a list to the Administration at a later date.

It is interesting to note, in passing, an incident in the development of these clauses relating to hazardous occupations which illustrates in part some of the characteristics of the administrative organization within the NRA. The "model" code generally used within NRA was at first the almost exclusive product of the Legal Division. Beginning with the October 1, 1933, draft, the Advisory Boards participated to a greater extent. However, the April 3, 1934 draft was produced completely by the Legal Division on the basis of current drafts. In this case, they sought to provide for an eighteen year age limit and for the specific occupations at which persons between 16 and 18 years of age might be permitted to work. They had apparently observed the length of some of the lists of hazardous occupations for specific industries and had concluded, without consultation with experts, that it would be easier to list the occupations at which persons under 18 years of age might be permitted to work. The clause which they recommended in this issue read as follows:

"No person under eighteen (18) years of age shall be employed

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(*) "Suggested Outline for Codes"- (October 1, 1933 Draft.) The Development of Model Codes, supra.

(**) "Suggested Outline for Codes Including Some Suggested General Provisions" - (October 25, 1933 Draft - Mimeograph Requisition 2420). "Suggested Outline for Codes" - Signed by H. S. Johnson, Administrator for Industrial Recovery - (November 6, 1933 Draft, - Mimeograph Requisition 2592), The Development of the Model Code- supra.

in the industry except as (list here specific occupations such as office boys, office girls, messengers, etc.). No person under sixteen (16) years of age shall be employed in the industry in any capacity." (*).

The above recommendation drew fire from the Labor Advisory Board and the Children's Bureau in particular. It was pointed out that this provision is contrary to the convictions of all persons interested in the child labor problem. It had been agreed that the 16 year age limit was a sufficient minimum for general employment and that the 18 year limit for hazardous occupations was sufficient protection for minors.(*) Industry's refusal, in many instances, to consider the clause proposed in the above outline for code making, the discouragement of it by the staff of the Labor Advisory Board, and the generalacceptance of the former provision by the administrative personnel undid the effect of the proposal except in the small number of codes where it was considered applicable by all parties.

The fact that most of the codes approved on and after November, 1933, contained a provision considered adequate for the protection of younger persons against employment at hazardous occupations led the staff of the Labor Advisory Board, during the latter part of 1934 and early 1935, to attempt to amend the earlier codes to bring their standards up to the level of established policy. Three different types of amendments were proposed to individual industries: the first provided for the inclusion of the complete model code provisions for industries which merely prohibited employment to persons under 16 years; the second requested the inclusion of a provision requiring the submission of lists of hazardous occupations to those industries, but did not make any specific provision for their definition in their codes; the third requested the inclusion of a provision defining hazardous occupations and the requiring certification of age by certificates. Letters were sent to the administrative officials in charge of each code asking them to address the individual code authorities on the subject so as to bring about these changes. The result of this effort was that 16 codes were amended to improve their original child labor provision to bring them in line with the standard provision.(*) Many other similar amendments were

(*) "Suggested Outline for Use in Code Drafting," (Draft of April 3, 1934). The Development of the Model Code - supra.

(**) Letter of Clara M. Beyer, Director, Industrial Division, Children's Bureau, U. S. Department of Labor to L. C.Marshall, Assistant Administrator for Policy, (June 6, 1934), NRA files.

(***) Artificial Flower and Feather, Amendment 1; Builders Supply Trade, Amendment 2; Chinaware and Porcelain, Amendment 5; Dress Manufacturing, Amendment 7; Hair and Jute Felt, Amendment 1; Lace Manufacturing, Amendment 3; Legitimate Full Length Dramatic and Musical Theatrical, Amendment 1; Umbrella, Amendment 2; Wallpaper, Amendment 1; Beverage Dispensing Equipment Industry, Amendment 2; Lime, Amendment 2; Cork, Amendment 3; Industrial Supplies and Machinery Distributors Trade, Amendment 2; Machine Tool and Equipment Distributing Trade, Amendment 2; Construction Machinery Distributing Trade, Amendment 2; Fullers Earth Producing, Amendment 1.

pending at the time of the invalidation of the NRA.

C. Exemptions to Persons Under 16 years of Age

The President's Reemployment Agreement set a standard for exemptions from the 16 year age minimum which was later copied in some codes. As noted above it exempted children between the ages of 14 and 16 years who were permitted to be employed in other than manufacturing or mechanical industries for not more than three hours per day between 7:00 A.M., and 7:00 P.M., at such work as would not interfere with the hours of day school. Additional exemptions in the form of P.R.A. substitutions were granted to the Advertising Newspaper, Newspaper and Magazine Distributing, the Daily Newspaper and the Non-Metropolitan Publishing-Printing and Printing Industries. They were permitted to employ any person under 16 years irrespective of age at the delivery and sale of newspapers during the "now established hours of such work where such work does not interfere with hours of day school and if this work did not impair the health of these children".

1. Daily Newspaper Industry

The above P.R.A substitutions became the subject of much controversy and had great influence. It may be well, therefore, to outline the evolution of this issue. The newspaper publishers, in their draft of a proposed code, included provisions on child labor similar to those contained in the P.R.A. substitution for their industry. Many protests were heard against this proposal at the public hearing on September 22-23, 1933 (Appendix B). The provision finally included in the code was essentially similar to the P.R.A. substitution. It permitted publishers to employ children of any age to deliver newspapers if their health was not impaired by such work, during such hours as would not interfere with hours of day school; and to sell newspapers during the hours of 7:00 A.M., to 7:00 P.M., from October 1 to March 31, or between 8:00 A.M., and 7:00 P.M., from April 1 to September 30. They were also granted an exemption for children between the ages of 14 to 16 years for non-mechanical work "for not more than three hours a day between 7:00 A.M., and 7:00 P.M." In transmitting this code for approval over the protests of the Labor Advisory Board and various groups interested in child labor, the Administrator declared that "it was found difficult to formulate a provision which would eliminate admitted evils in the large cities and not impose undue hardships in the smaller centers of publication". The Administrator also noted that "much street selling will not be covered by this code. Many minors who sell newspapers are employed by news-agents or distributors who will not be bound by the code's provisions" (*)

(*) Codes of Fair Competition as approved, Government Printing Office Vol. VII, p. 76. Letter of transmittal, Daily Newspaper Code.

The President of the United States, in approving the code, declared that -

"I am not satisfied with the Child Labor Provisions." In order to review this situation he called for "a special report and recommendations in regard to the carrying out of the provisions" to be made at the end of sixty days. He also instructed the "government members of the Code Authority (to) give particular attention to the provisions authorizing minors to deliver and sell newspapers and . . . report to the President not later than 60 days hence"(*)

The studies contemplated by the Executive Order of the President were conducted by the Children's Bureau of the U. S. Department of Labor and by the Division of Research and Planning of the National Recovery Administration. The Children's Bureau survey was undertaken in March, 1934. It surveyed 4,210 children under 16 years of age engaged in the sale and distribution of newspapers or magazines in 17 representative cities in different parts of the country(**). The Division of Research and Planning survey obtained its information from the publishers, advertising newspapers and various public agencies and private organizations interested in the problem. The questionnaires to newspapers covered some 1,309 newspapers employing 244,245 carriers and street sellers, to advertising newspapers and periodicals included 9,182 newspapers and periodicals employing 214,503 carriers and sellers (***). Both of these studies furnished extensive pertinent information on the problem under consideration.

It was on the basis of the above investigations that a report was formulated under the direction of Mr. George Buckley, Division Administrator, and forwarded to the President on May 12, 1934 together with the following recommendations from the NRA on amendments to be made to the code:

(1) Prohibition of delivery or sale of newspapers by girls; (2) prohibition of delivery or sale of newspapers by boys under fourteen years of age, provided that in cities under 100,000 population, boys twelve years of age and over presently employed in selling or delivering newspapers may continue in such employment; (3) limitation of hours which may be worked to four hours per day; (4) retention of the provisions of Article V, Section 1 (b) of the code to regulate the hours between which the boys may sell newspapers; (5) prohibition of delivery by boys between the hours of 7:00 P.M., and 6:00 A.M., from October 1 to March 31 and between 8:00 P.M., and 6:00 A.M., from April 1 to September 30; (6) provision of supervision of boys under sixteen years of age delivering and selling newspapers by providing for filing with the Department of Labor or other state or local agency, a certificate showing that the boy is at least fourteen years old and that his parents

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(*) Ibid., p. 69. Executive Order of Approval,(February 17, 1934).
(**) United States Department of Labor, Children's Bureau, "Children Engaged in Newspaper and Magazine Selling and Delivering," Publication No. 227 (Washington, 1935), Government Printing Office.
(***) National Recovery Administration, Division of Research and Planning, "Newspaper and Periodical Carriers and Street Sellers" by Spencer F. Reed, (May 7, 1934). N.R.A. files.

consent to the employment, and (7) retention of the provisions in the code that the sale and delivery of newspapers may not be engaged in for children unless it may be done without impairment of health or without interference of the hours of day school (*).

The Secretary of Labor, Miss Frances Perkins, in reviewing these recommendations, declared that she was "heartily in favor of" them. She declared that "if approved, I believe they will wipe out most of the evils of child labor in newspaper distribution and serve as the only effective control of this work our country ever has known." She indicated that -

> "The investigators . . . who interviewed many circulation managers in connection with this study report a general feeling that a child labor restriction under the code for the newspaper business is as natural as regulation in other industries. Some of the managers have anticipated such control and have fixed a 16 year age minimum for all new carriers and sellers taken on. I believe a 14 year minimum, particularly when coupled with a provision that boys of 12 now engaged as carriers may continue their work, will be considered a reasonable restriction."

The modifications suggested by the Secretary of Labor were: (1) elimination of the 18 year minimum for girls and general prohibition of such employment for all girls: (2) "prohibition of delivery or sale of newspapers by boys under fourteen years of age provided that boys of 12 and over engaged in the delivery of newspapers as of May 1st may continue such work"; (3) reduction of four hours to three hours; (4) the restriction of hours of sale of newspapers should be applicable to all persons irrespective of age; (5) the restriction of hours of delivery of newspapers should be applicable to all persons irrespective of age; (6) with respect to the age certification provision, it was suggested that the United States Department of Labor be given the power to designate the state and local officials who are to enforce this provision. Furthermore, she recommended a public hearing during the first week of June.(**)

An announcement was made on June 8, 1934 of a public hearing to take place on June 22, 1934. The proposal considered at the public hearing with respect to the sale and delivery of newspapers was the following:

> "No establishment shall employ girls under 18 or boys under 14 years of age to sell or deliver newspapers or sell to or furnish such persons newspapers for the purpose of resale or delivery; provided that boys between 12 and 14 years of age engaged in delivery of newspapers on_____ may continue to be so engaged; provided further that, establishments

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(*) George Buckley's memorandum to the Administration on May 12, 1934. (Appendix C).

(**) Letter of Miss Frances Perkins, Secretary of Labor, to the President of the United States, May 18, 1934. (NRA Files, Daily Newspaper Code - Child Labor.)

may permit the sale/or delivery of newspapers by boys under 16 years of age who may be employed under the provisions of the paragraph or to whom this paragraph permits the sale or furnishing of newspapers for the purpose of resale or delivery, as hereinafter provided but not otherwise:

"1. To sell or deliver newspapers not more than three hours a day on school days and not more than four hours a day on other days, where such work may be done without impairment of health and without interference with the hours of day school.

"2. To sell newspapers between the hours of 7:00 A.M., and 7:00 P.M., from October 1 to March 31, and between 7:00 A.M., and 8:00 P.M., from April 1 to September 30.

"3. Each boy shall obtain from a state or local official designated by the Secretary of Labor a permit or badge showing that the boy is qualified to sell or deliver newspapers under the provision of this paragraph."

The attitude of the newspaper publishers is best exemplified by the resolution adopted on June 11, 1934, at the meeting of the code committee. It summarizes very adequately the arguments and position of the group. It read as follows:

"WHEREAS, On June 8th, the N.R.A. proposed certain modifications of Article V, Section 1 of the Code for the Daily Newspaper Publishing Business and designated such proposals for public hearing on June 22, 1934; and

"WHEREAS, No provision of the Daily Newspaper Code was given more careful consideration than the provisions respecting the sale and delivery of newspapers by minors; and

"WHEREAS, Certain of the changes proposed, if accepted, would not only seriously disturb the normal delivery of daily newspapers to their subscribers but, more important, would injuriously affect many thousands of newspaper boys who are now using their earnings for the necessities of life or for assistance to other members of their families, or for savings for future educational requirements; and

"WHEREAS, Boys who distribute newspapers outside of school hours without detriment to health or studies are not in any sense of the word engaged in Child Labor; and

"WHEREAS, The proposal to register newspaper boys and compel them to wear licensed badges is not a plan

suggested by parents, nor those intimately associated with newspaper boy work; and

"WHEREAS, The licensed badge system, wherever tried, has developed into a legal machine devoid of human kindness, causing hundreds of unnecessary arrests, and establishing unfair juvenile court records; and

"WHEREAS, The licensed badge system would tend to place hundreds of thousands of boys under the direct supervision and control of the Federal Department of Labor, at great cost to the taxpayer without corresponding benefit; therefore be it

"RESOLVED, That the Code Committee representing the American Newspaper Publishers Association and the Regional Association of daily newspaper publishers reaffirm its approval of Section V of the Code for the Daily Newspaper Publishing Business and inform the National Recovery Administration of its disapproval of the proposals for modification thereof." (*)

At the public hearing the publishers elaborated this position in considerable detail. Much of the testimony centered about the educational advantages of the newspaper selling and delivery to the younger person. The high mark of the presentation was reached by a demonstration of the actual work of the newspaper delivery boy.

The proponents of the amendment consisted of Department of Labor officials as well as representatives of the National Child Labor Committee, various organizations of public nature concerned with problems of education and labor organizations. A general endorsement was heard of the proposed amendment as reasonable and feasible. The discussion of the proponents was intended to demonstrate the desirability of prohibiting young girls from selling and delivering newspapers, of regulating the age of boys who sell or deliver newspapers and instituting a system of certification of the eligibility of newspaper carriers and sellers(**).

(*) Letter from American Newspaper Publishers Association "To All Assenting Members of the Code for the Daily Newspaper Publishing Business," signed, "For the Code Committee" by Howard Davis, Chairman, and L. B. Palmer, Acting Secretary, June 11, 1934, New York. (NRA Files, Daily Newspaper Code - Child Labor).

(**) National Industrial Recovery Administration Hearings on the Graphic Arts-Newspaper Publishing Business, "Sale and Delivery of Newspapers by Minors" - (June 23, 1934 - 3 Vols.) NRA Files.

Following the public hearing negotiations were conducted with the representatives of the publishers and the NRA Advisory Boards and the Department of Labor. Some formula was sought which the publishers would approve, but which would also represent a significant gain in the protection of child workers in the delivery and sale of newspapers. The discussion began with a publishers' draft of July, establishing in the selling of newspapers, no age limit for cities under 25,000 population and a minimum of 12 years for boys and 18 years for girls in cities of 25,000 population or larger. The protection for boys delivering papers was less complete (Table I).

Various proposals were developed out of a number of conferences which culminated in the November 12th draft submitted by Mr. S. M. Williams, Secretary of the Code Authority (Appendix D). This proposal set a 12 year minimum for delivery boys with an exception for boys between 10-12 years now distributing newspapers in cities of 50,000 or less. While it established a 3 hours maximum for school days, no limit was set for other days. The sale of newspapers was limited to 14 year old boys in cities of over 50,000 population and to 12-14 year old boys in cities under that size. Provision was made for a certificate system. However, the most controversial issue was the coverage clause which read:

> "Publishers shall use their best endeavors to see that the provisions of this section are observed by those who distribute their newspapers."

The NRA was eager to obtain speedy action and therefore accepted the above proposals. The only definitive change considered essential to having the amendment approved by the Administrator was the following clause defining the persons covered by the regulation:

> "For the purposes of this section, but for no other purpose, persons under 16 years of age who obtain newspapers directly from the publisher for the purpose of sale and/or delivery thereof shall be deemed to be employed by the publisher."

This provision was deemed necessary in order to be sure that boys, who were selling on their own account or who were delivering under the little merchant system where title passes to the boy, would be covered by the code. A limitation was also proposed on the hours of work for the sale and delivery of newspapers on Saturdays, Sundays and holidays (*).

(*) Letter of Mr. Jack B. Tate, Acting Division Administrator, to Mr. S. M. Williams, Secretary of the Code Authority for the Daily Newspaper Publishing Business, (November 21, 1934). (NRA Files, Daily Newspaper Code, - Child Labor, September-December, 1934.

TABLE I

DRAFTS OF CHILD LABOR PROVISIONS - NEWSPAPER BUSINESS CODE

DRAFT	Publishers' Draft - July	NRA Draft - July 12	NRA Draft - August 16	Publishers' Draft - November 12	NRA, November 21 Criticism of November 12 Draft	Final Draft - May 1, 1935
A. Delivery of Newspapers: Boys:	12 Yr. minimum for congested areas of cities of 25,000 population or over	14 Yr. minimum for congested districts and/or business districts of cities 25,000 or over	Exception: (a) 10-12 Yrs. only persons employed on fixed routes to homes in cities of 25,000 or less on effective date. (b) 12-14 Yrs. on fixed routes to homes	Exception: 10-12 only employees in cities of 50,000 or less employed on the effective date		Same as November 12 Draft
Girls:	18 Year for cities of 25,000 population or more	Same	No female minors	Same as August 16 Draft		Same as August 16 Draft
General Minimum	None	12 Years	14 Years	12 Years		12 Years

TABLE I (Cont'd)

DRAFT	Publishers' Draft - July	NRA Draft - July 12	NRA Draft - August 16	Publishers' Draft - November 12	NRA, November 21 Criticism of November 12 Draft	Final Draft - May 1, 1935
Total Hours		School days-3 Other days-4	Same as July 12 Draft	School days-same as July 12 Draft Other days-no maximum	Other days-set a maximum	School days-same as July 12 Draft Other days-no maximum
Range of Hours		Oct. 1-Mar. 31, - 6 a.m. 7 p.m. Apr. 1-Sept. 30, - 6 a.m. 8 p.m.	Oct. 1-Mar. 31, - 5 a.m. 7 p.m. Apr. 1-Sept. 30, - 5 a.m. 8 p.m.	Same as August 16 Draft Same as August 16 Draft		Same as August 16 Draft Same as August 16 Draft
B. Sale of News-papers: Boys:	12 Yr. minimum for congested areas of cities of 25,000 population or over	14 Yr. minimum for congested districts and/or business districts of cities of 25,000 population or over	14 Years for cities of 25,000 or more.	Exception: (a) 12-14 Yrs. cities of 50,000 or less.		Same as November 12 Draft
Girls:	18 Yr. minimum for cities of 25,000 population or over.	Same as July 2	No female minors			
General Minimum	None	12 Yrs.	12 Yrs.	14 Yrs.		

TABLE I

DRAFTS OF CHILD LABOR PROVISIONS - NEWSPAPER BUSINESS CODE

DRAFT	Publishers' Draft - July	NRA Draft - July 12	NRA Draft - August 16	Publishers' Draft - November 12	NRA, November 21 Criticism of November 12 Draft	Final Draft - May 1, 1935
A. Delivery of Newspapers: Boys:	12 Yr. minimum for congested areas of cities of 25,000 population or over	14 Yr. minimum for congested districts and/or business districts of cities 25,000 or over	Exception: (a) 10-12 Yrs. only persons employed on fixed routes to homes in cities of 25,000 or less on effective date. (b) 12-14 Yrs. on fixed routes to homes	Exception: 10-12 only employees in cities of 50,000 or less employed on the effective date		Same as November 12 Draft
Girls:	18 Year for cities of 25,000 population or more	Same	No female minors	Same as August 16 Draft		Same as August 16 Draft
General Minimum	None	12 Years	14 Years	12 Years		12 Years

TABLE I (Cont'd)

DRAFT	Publishers' Draft - July	NRA Draft - July 12	NRA Draft - August 16	Publishers' Draft - November 12	NRA, November 21 Criticism of November 12 Draft	Final Draft - May 1, 1935
Total Hours		School days-3 Other days-4	Same as July 12 Draft	School days-same as July 12 Draft Other days-no maximum	Other days-set a maximum	School days-same as July 12 Draft Other days-no maximum
Range of Hours		Oct. 1-Mar. 31, - 6 a.m. 7 p.m. Apr. 1-Sept. 30, - 6 a.m. 8 p.m.	Oct. 1-Mar. 31, - 5 a.m. 7 p.m. Apr. 1-Sept. 30, - 5 a.m. 8 p.m.	Same as August 16 Draft Same as August 16 Draft		Same as August 16 Draft Same as August 16 Draft
B. Sale of News-papers: Boys:	12 Yr. minimum for congested areas of cities of 25,000 population or over	14 Yr. minimum for congested districts and/or business districts of cities of 25,000 population or over	14 Years for cities of 25,000 or more.	Exception: (a) 12-14 Yrs. cities of 50,000 or less.		Same as November 12 Draft
Girls:	18 Yr. minimum for cities of 25,000 population or over.	Same as July 2	No female minors			
General Minimum	None	12 Yrs.	12 Yrs.	14 Yrs.		

TABLE I (Cont'd)

DRAFT	Publishers' Draft - July	NRA Draft - July 12	NRA Draft - August 16	Publishers' Draft - November 12	NRA, November 21, Criticism of November 12 Draft	Final Draft - May 1, 1935
Total Hours	School Days - 3 Non-school days - 4	Same Same	Same Same	School days -4 Other days - no maximum	Set a maximum	Same as November 12 Draft
Range of Hours	Oct. 1-Mar. 31 - 7 a.m. 7 p.m. Apr. 1-Sept. 30 - 7 a.m. 8 p.m.	Same Same	Same Same	Same Same		Same Same
Part-time General Age Minimum	14	Same	Same	Same		Same
Total Hours	3 Hours	Same	Same	Same		Same
Range of Hours	7 a.m. - 7 p.m.	Same	Same	Same		Same
Certificate	From School: (a) Does not interfere with school work, or (b) impair the health of the person so	Same except phrase is "without interference with the hours of days school."	Same as July 12 Draft Add: (c) that person is of the qualified age.	Same as August 16 Draft		1. Certificate signed by parent or guardian and school; (a) required age. 2. 15 days to

TABLE I (Cont'd)

DRAFT	Publishers' Draft - July	NRA Draft - July 12	NRA Draft - August 16	Publishers' Draft November 12	NRA, November 21 Criticism of November 12 Draft	Final Draft - May 1, 1935
Coverage Clause	"Employment of persons shall be understood to include those to whom newspapers are furnished directly or through agents or authorized dealers for resale."	Term "employ" includes the furnishing in any manner of newspapers of any person for the purpose of resale or delivery, either directly or through an agent or authorized dealer.	Same as July 12 Draft	Publishers shall use their best endeavors to see that the provisions of this section are observed by those who distribute their newspapers.	Insist upon the following: "For the purposes of this section, but for no other purpose, persons under 16 Yrs. of age who obtain newspapers directly from the publisher for the purpose of sale and/or delivery thereof shall be deemed to be employed by the publisher.	1. Publishers shall not furnish or sell newspapers contrary to provisions. 2. Include in each contract or agreement for distribution of newspapers that other parties abide by provisions.

These proposals were sent out to the assenting publishers on November 24, 1934 (*). The replies which were received during the latter part of December were preponderantly negative.

> "The basis of objection was said to be the belief that, under various state laws, the adoption of this provision would entail additional obligations under the workmen's compensation laws" (**).

Several conferences were held with the various officials and a substitute proposal was developed. But this suggestion was unacceptable to the industry. At the March 7, 1935 meeting of the Code Authority, at the suggestion of the Division Administrator, a committee was appointed by the code authority to discuss this problem with the NRA and the Department of Labor with a view to arriving at a substitute provision. A tentative substitute was agreed upon by Miss Lenroot of the Children's Bureau of the United States Department of Labor and Mr. Elisha Hanson, Counsel of the Code Authority. It read:

> Publishers shall not furnish directly nor sell newspapers to persons below the ages above specified for the purpose of resale and/or delivery thereof under conditions contrary to the above conditions" (***).

However, at a later conference with Miss Lenroot on March 26, 1935, changes were agreed upon concerning the above provision and upon the period in which certificates might be permitted to be obtained. With these changes, the proposal was distributed on May 1, 1935 to the assenting members of the newspaper code with a report of the committee of the code authority which "strongly (urged) upon publishers its acceptance" (Appendix F). The results of this ballot were as follows: 647 for the amendment; 139 against the amendment; 6 defective ballots and 395 not voting members (***).

(*) Only daily newspapers subscribing or assenting to the code were bound by the Daily Newspaper Publishing Business Code. The others might assent to the Graphic Arts Code.

(**) Letter of L. C. Marshall, Executive Secretary, National Industrial Recovery Board to Frances Perkins, Secretary of Labor, (March 11, 1935). (NRA Files, Daily Newspaper Code, Child Labor, 1935).

(***) Report of Meeting with Newspaper Code Authority Committee, March 25, 1935 and Miss Katherine Lenroot. (NRA Files, Daily Newspaper Code, Child Labor, 1935).

(****) Letter from S. H. Williams, Secretary of the Code Authority for the Daily Newspaper Publishing Business, to National Recovery Administration - June 1, 1935. (Appendix F).

The proposal which was finally accepted read as follows:

"SECTION 1. Publishers shall not employ persons under 16 years of age to sell and/or deliver newspapers nor furnish or sell newspapers to persons under 16 years of age for the purpose of resale or delivery, except those who are able without impairment of health or interference with hours of day school:

"(a) to deliver newspapers on routes; provided that no persons under 12 years of age shall be so engaged under this section, except that persons between 10 and 12 years of age so engaged on the effective date hereof in cities of 50,000 population or less may continue to deliver on routes in such cities. On school days no person engaged in such work under this section shall be so engaged for more than 3 hours. The hours for delivery shall be between 7 a.m. and 7 p.m. from October 1st to March 31st, and between 7 a.m. and 8 p.m. from April 1st to September 30th.

"(b) to sell newspapers; provided that no persons under 14 years of age shall be so engaged under this section, except that persons between 12 and 14 years of age may be so engaged in cities of 50,000 population or less. On school days no person engaged in selling under this section shall be so engaged for more than 4 hours. The hours for street sales shall be between 7 a.m. and 7 p.m. from October 1st to March 31st, and between 7 a.m. and 8 p.m. from April 1st to September 30th.

"(c) A publisher shall require from each person employed by him to sell and/or deliver newspapers and from each person to whom he sells newspapers for resale or delivery, where such person is under 16 years of age, a certificate signed by the parent or guardian and by the school attended by such person as evidence that he is of qualified age to sell and/or deliver newspapers under the provisions of this section. In the case of a person entering upon such work during the school year, a period of 15 days shall be allowed for him to obtain and furnish the signature of the school on such a certificate. In the case of a person entering upon such work during school vacation, a similar period of 15 days after the opening of school shall be allowed him to obtain the school signature.

"(d) Publishers shall not employ female minors to sell and/or deliver newspapers, nor shall publishers furnish newspapers to female minors for resale or delivery.

"(e) Publishers shall not furnish or sell newspapers to any person for the purpose of resale or delivery under conditions contrary to the foregoing provisions contained

in sub-paragraphs (a) to (d) inclusive of this section. Publishers shall include as a part of every contract or agreement with any person, partnership, corporation or association for the distribution of their newspapers a provision requiring such person, partnership, corporation or association to observe the provisions of sub-paragraphs (a) to (d) inclusive of this section in respect of the sale and/or delivery of newspapers by persons under 16 years of age.

"(f) Publishers may employ persons under 16 years of age for other part time services, but not in manufacturing and mechanical departments, for not more than 3 hours per day between 7 a.m. and 7 p.m. except during hours of day school, provided that no person under 14 years of age shall be so employed."

While it was proposed, on June 3, 1935, to the National Recovery Board that it was possible to amend the code in the manner outlined in the amendment (*), no action was taken.

The long discussion had led to an agreement, but it was never applied because of the invalidation of the NRA.

Directly associated with the above history was that for the Graphic Arts Code. The child labor provisions were to be identical. The provisions adopted in the newspaper industry were also to apply to the graphic arts industry.

2. Retail Code Group

With respect to the exemptions granted in the Retail Code, the development in the Retail Code should be recounted. The original code, as presented by the National Retail Dry Goods Association, contained no provision on child labor. Moreover, the wage differential for persons under 18 years of age in the code establishing a lower minimum wage for them might have been an incentive for their employment (**). The National Child Labor Committee protested this provision in a letter to the Administrator on June 30, 1933 and called for a prohibition of the employment of persons under 16 years of age. (***) However, the draft of July 29, 1933, presented by the Retail Trade Associations, adopted the P.R.A. clause.

(*) Letter of Jack B. Tate, Division Administrator, to Donald Richberg on June 3, 1935, on amendment to the code for the Daily Newspaper Publishing Business. (NRA Files, Daily Newspaper Code, Child Labor 1935).

(**) New York Times - June 17, 1933.

(***) Letter of National Child Labor Committee to General Hugh S. Johnson, June 30, 1933. (NRA Files, Child Labor).

It provided that -

> "No person under the age of sixteen years shall be employed in a retail establishment, except that persons between the ages of fourteen and sixteen years may be employed for not to exceed three hours per day and these hours between 7 a.m., and 7 p.m., in such work as will not interfere with hours of day school" (*).

All available evidence suggests that it was drafted with the cooperation of the NRA officials in charge of the particular industry (**).

In the August 24th draft, following the public hearings, the following addition was made:

> "It is provided, however, that where a state law prescribes a higher minimum age no employer shall employ within such state any person below the age specified by such state law" (***).

It is interesting, in this connection, to note the attitude of the administrative official in charge of the codes for the mercantile industries. In answer to the Children's Bureau recommendation for the elimination of the 14 and 16 year exemption, he declared -

> "Only kindness and helpfulness can result from the fact that children between fourteen and sixteen years of age will be allowed to work outside of school hours" (****).

Repeated efforts were made by the staff members of the Labor Advisory Board to have these exemptions removed but to no avail. Frequent appearances were made before the code authorities to enlist their aid, and in a few cases the administrative officials heartily supported this effort, but no definite moves were taken by the appropriate code authorities.

II. CODE PROVISIONS ON CHILD LABOR

The review of NRA policy furnishes a background for the study of the results. The adoption by NRA and industry of the policy of eliminating child

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(*) Proposed Code of Fair Competition for the Retail Trade, proposed by six National Retail Associations - History of the Code of Fair Competition for the Retail Trade, p. 386.

(**) ibid. p. 31.

(***) Proposed Code of Fair Competition for the Retail Trade, proposed by nine National Retail Associations - ibid. p. 395.

(****) Letter from A. D. Whiteside, Division Administrator, to Miss Grace Abbott, Chief, Children's Bureau, December 22, 1933. (NRA Files - Child Labor.).

labor from industrial employments led to the inclusion in all NRA codes of some limitation on the employment of children. The early codes had less extensive provisions than did the later ones, but a minimum age for employment was established in all. The general minimum age was 16 years. In fact, 527 of the 576 codes, 91 percent, adopted this minimum (Table II). However, 49 codes set minima above these ages. Of these, three codes, Cleaning and Dyeing, Laundry Trade, Rug Chemical Processing, specified a 17 year age limit. The more numerous group, 46 industries, prescribed an 18 year age limit for all employees. The latter codes may be divided into two categories. The first class of 14 industries set a flat minimum of 18 years for all persons irrespective of occupation (*). The second class, consisting of 32 industries, set a flat minimum of 18 years for all employees but exempted from this minimum, office boys and girls, clerical workers, laboratory workers and service groups which generally included the so-called "white-collar workers" in offices, bringing these jobs under the 16 year age minimum (**). The latter industries include some of the most arduous employments.

Sixteen codes provided exemptions from the 16 year age requirements for specific lasses of workers. Probably the most common provision is that contained in the Retail Trades Industries. It permits persons between the years of 14 and 16 to be employed outside of school hours between 7:00 A.M., and 7:00 P.M., for three hours a day or six days a week or eight hours on one day a week. This provision may also be found in the codes for the following industries: Retail Trade, Retail Tobacco, Retail Food and Grocery, Retail Jewelry, Retail Farm Equipment, Paper Distributing, Retail Trade in Hawaii, and Savings, Building and Loan Associations. The second type may be found in the recreation and service trades where talented children are employed for special roles. In this group are the Legitimate Theater, Motion Picture, Radio Broadcasting, Photographic and Photo Finishing and Music Publishing Industries. The codes for these industries exempt the actor, children of talent, the model or the young performer, depending on the nature of the services required in the industry where they fill a role

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(*) Quicksilver; Concrete Masonry; Concrete Pipe; Slate Industry; Natural Cleft Stone; Pyrotechnic Manufacturing; Railway Brass Car; Distilled Spirits; Distilled Spirits Rectifying; Wrecking and Salvage; Burlesque Theatrical; Alcoholic Beverage Importing; Wiping Cloth; Coal Dock.

(**) Copper and Brass Mill Products; Lead; Nickel and Nickel Alloys; Copper; Aluminum; Alloys; Zinc; Lime; Talc and Soapstone; Manufacturing in Hawaii; Liquified Gas; Lumber; Woven Wood Fabric Shade; Pharmaceutical and Biological; Shovel, Dragline and Crane; Mechanical Packing; Electric Hoist and Monorail; Refrigerated Warehousing; Umbrealla Frame and Hardware; Specialty Accounting Supply; Electric and Neon Sign; Book Publishing; Corrugated Rolled-Metal Culbert Pipe; Inland Water Carrier; Household Goods Storage and Moving; Toll Bridge; Surgical Distributors; Alcohol Beverage Wholesale; Optical Wholesale; Secondary Steel Products Warehousing; Builders Supply; China Clay.

TABLE II

CHILD LABOR PROVISIONS IN N.R.A. CODES

CLASSIFICATION	TOTAL	Metals - Ferrous and Non-Ferrous	Non-Metallic Minerals	Fuel	Forest Products	Chemicals, Paints & Drugs	Paper	Rubber	Equipment and Machinery Manufacturing	Food	Textiles-Fabrics	Textiles-Apparel	Leather and Fur	Fabricating	Graphic Arts	Construction	Transportation and Communications	Finance	Recreation	Service Trades	Distributing-Wholesale	Distributing-Retail	Territorial Codes
TOTAL CODES	576	12	52	3	17	33	32	4	92	48	40	45	11	82	6	10	13	5	5	12	24	23	7
1. 16 Yr. Age Minimum	527	4	45	2	15	31	32	4	88	45	39	45	11	79	5	7	10	5	4	10	18	21	7
(a) No Other Requirement	83	1	1	1	-	2	-	-	13	2	14	15	4	4	3	-	3	5	2	1	2	8	2
(b) 18 Yr. Age Limit for Hazardous Occupations	391	3	31	-	14	26	32	1	65	42	23	29	5	67	2	5	6	-	2	7	15	11	5
1. No List Required	65	-	2	-	1	6	-	-	16	3	6	4	-	13	2	5	-	-	-	1	2	2	2
2. List	326	3	29	-	13	20	32	1	49	39	17	25	5	54	-	-	6	-	2	6	13	9	3
a) Approval of Administrator or N.I.R.B.	52	1	6	-	2	3	-	-	7	9	1	4	2	11	-	-	1	-	-	-	3	2	-
b) No Approval Required	266	2	23	-	11	16	32	1	37	30	16	21	3	42	-	-	5	-	2	6	10	6	3
c) Members Submit List to Code Authority	8	-	-	-	-	1	-	-	5	-	-	-	-	1	-	-	-	-	-	-	-	1	-
(c) 20 Yr. Age Limit for Hazardous Occupations	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
1. Submit List - No Approval Required	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
(d) 21 Yr. Age Limit for Hazardous Occupations	2	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
1. Submit List - No Approval Required	2	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-

(a) The Household Goods Storage and Moving Industries have a provision for a minimum of 21 Yrs. for drivers.
(b) One of this group to submit list "30 days after Code Authority is established and approved by Administrator".

TABLE II

CHILD LABOR PROVISIONS IN N.R.A. CODES
(Continued)

CLASSIFICATION	TOTAL	Metals	Ferrous and Non-Ferrous	Non-Metallic Minerals	Fuel	Forest Products	Chemicals, Paints & Drugs	Paper	Rubber	Equipment and Machinery Manufacturing	Food	Textiles-Fabrics	Textiles-Apparel	Leather and Fur	Fabricating	Graphic Arts	Construction	Transportation and Communications	Finance	Recreation	Service Trades	Distributing-Wholesale	Distributing-Retail	Territorial Codes
(e) 17 Yr. Age Limit for Specifically Defined Occupations	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
(f) 18 Yr. Age Limit for Specifically Defined Occupations	45	-	12	-	1	1	-	3	10	1	2	1	1	7(c)	-	2	-	-	-	1	1	2	-	
(g) 21 Yr. Age Limit for Specifically Defined Occupations	3	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	1(a)	-	-	-	-	-	-	-
2. 18 Yr. Age Limit for all Employees except Clerical, Office Boys and Girls, Lab., etc.	32	7	3	1	2	1	-	-	3	1	-	-	-	3	1	2	3	-	-	-	3	2	-	
3. 17 Yr. Age Limit for all Employees	3	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	2	-	-	-	
4. 18 Yr. Age Limit for all Employees	14	1	4	-	-	1	-	-	1	2	-	-	-	-	-	1	-	-	1	-	3	-	-	
5. Exemptions from 16 Yr. Age Limit	16	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	1	2	1	1	5	2	
6. Period of Submission of Lists	331	3	29	-	13	21	32	1	50	39	17	25	6	56	-	-	6	-	2	6	13	9	3	
a. 30 Days	87	1	8	-	4	7	2	-	13	13	3	7	4	10	-	-	3	-	-	-	7(b)	3	2	
b. 60 Days	151	-	14	-	5	6	30	1	18	15	10	12	1	28	-	-	2	-	1	2	3	2	1	
c. 90 Days	73	2	5	-	4	1	-	-	18	11	1	5	-	13	-	-	1	-	1	4	3	4	-	
d. 6 Months	8	-	1	-	-	4	-	-	1	-	1	-	-	1	-	-	-	-	-	-	-	-	-	
e. "Reasonable Time" or No Date Specified	12	-	1	-	-	3	-	-	-	-	2	1	1	4	-	-	-	-	-	-	-	-	-	

(a) The Household Goods Storage and Moving Industries have a provision for a minimum of 21 Yrs. for drivers.
(b) One of this group to submit list "30 days after Code Authority is established and approved by Administrator".
(c) Washing and Ironing Machine also prohibits employment at all hazarous occupations in addition to specifically defined ones.

especially prepared for the child, parts which require the services of a child. In these cases, approval of the appropriate state officials is required by the code provision, but it may be noted few states have provision for such supervision. The third class includes the Daily Newspaper, Graphic Arts and Graphic Arts of Hawaii Industries. In these codes there is no age minimum for children engaged in the delivery of newspapers outside of school hours between 7:00 A.M., and 7:00 P.M., from October 1st to March 31st and between 7:00 A.M., and 8:00 P.M., from April 1st to September 30th; and permits children between the ages of 14 and 16 years to work at non-manufacturing part-time employments between 7:00 A.M., and 7:00 P.M., for three hours per day outside school hours (*).

Not only were employees under 16 years prohibited from being employed, but in 444 codes, there was also an additional prohibition against the employment of persons of less than specified higher ages at all hazardous occupations or specifically defined hazardous occupations in the industry. Two of these set the minimum for such occupations at 17 years; 436 at 18 years; 1, at 20 years; and 5, at 21 years. The 17 years age minimum was established for hazardous occupations in the Bituminous Coal and Shoe Rebuilding Industries. The 20 year minimum was set in the Fur Dressing and Fur Dyeing Industry, while the 21 year minimum was established in the Processed or Refined Fish Oil, Bedding, Salt, Motor Bus and Bituminous Road Materials Distributing Industries. In addition, a minimum of 21 years was established by the Household Goods Storage and Moving Industry for drivers of motor vehicles (Appendix G).

In the above industries the codes frequently required a list of hazardous occupations to be submitted to the Administration to define the occupations prohibited to persons under this higher minimum age. In all, 331 of the 394 codes setting a higher minimum for hazardous occupations, but not specifically defining such occupations in the code, required that such a list be submitted, generally by the Code Authority to the Administration. In 8 cases these lists were to be submitted to the Code Authority and no provision was made for further reference to the Administration. In 52 industries these lists were to be approved by the Administrator or the National Industrial Recovery Board. In the other cases, these lists had to be submitted by the Code Authority to the Administration which would acknowledge only those which it approved.

The Labor Advisory Board sought to attain general uniformity in the child labor provisions of the codes, but this goal was not reached at the time of the invalidation of the NRA. The "model" codes in use in NRA did help to attain a considerable degree of uniformity of provisions. Except for the comparatively few cases where no protection was given against the employment of persons under 18 at hazardous occupations, the provisions in the codes were on the whole, similar and complete. NRA policy was generally reflected in the code provisions on child labor.

(*) See discussion on pp. 15-16, 18, 20, 26

III. DEVELOPMENT OF DEFINITIONS OF HAZARDOUS OCCUPATIONS

The sixteen year minimum required no more implementation. Each employer was aware of his exact obligations. This was not true with regard to the hazardous occupations. Some 331 codes required lists of hazardous occupations to be submitted. These lists were intended to define, in terms of the operations of the industry, the occupations specifically prohibited to persons under the specified age. These had to be submitted by the various code authorities within definite time periods; 87, within a 30 day period; 151 within a 60 day period; 73 within a 90 day period and 8 within a six months' period. Twelve codes either specified "reasonable" time as a limit or no specific date (Table II). Few code authorities strictly complied with these time requirements. The greater number delayed these reports for several months. In some cases, the final list was not approved for more than a year after the original date.

Some part of the delay was inherent in requiring the submission of a list within so short a period when the responsible code authority had not completed its organization. Many code authorities were unfamiliar with the manner in which to proceed, nor were the exact requirements or standards clear to them. Some advice and guidance was necessary. The NRA had, moreover, not definitively developed its own standards.

The Labor Advisory Board staff took the first steps toward developing a method of assisting code authorities in this work. An arrangement developed in November, 1933, by the Labor Advisory Board, provided that the latter was to request the Industrial Division of the Children's Bureau to develop, through its Advisory Committee on Employment of Minors in Hazardous Occupations, appropriate lists for each industry. The latter used, as a basis for its recommendations, the report issued in 1932 representing the unanimous conclusions of this Committee as to the hazardous occupations in industry, supplemented by the available material which could be obtained for specific industries. These recommendations of the Advisory Committee were considered to be a highly satisfactory base from which to start. They represented the findings of some 19 persons professionally concerned with the problems of accidents and disease in industry as they affect all workers in general, and child workers in particular. (*)

The recommended lists of hazardous occupations sent by the Children's Bureau were transmitted to the industry through the Labor Advisory Board and the Deputy Administrator. (**)

(*) NRA Studies Special Exhibits Work Materials No. 45

(**) Office Memorandum No 240 (June 28, 1934)

"OCCUPATIONS UNSUITED TO PERSONS UNDER EIGHTEEN (18) YEARS OF AGE"

"Attention is called to Codes which contain provisions requiring the Code Authority to file with NRA lists of all occupations which are unsuited to minors under eighteen (18) years of age.

"Each Industry Division will prepare a report listing all Codes containing such provisions, and indicating whether or not Code Authorities have filed the required lists. These reports will be transmitted to the office of the Assistant Administrator for Field Administration. A weekly Divisional report indicating action taken toward the submission of required lists, and the status of newly approved Codes in regard to the above provisions will be submitted to the office of the Assistant Administrator for Field Administration.

"It is the duty of Deputy Administrators to call to the attention of Code Authorities the obligations which they have assumed under the codes in respect to submitting lists of occupations unsuited to minors under eighteen (18) years of age.

"Code Authorities will be urged to submit such lists at the earliest practicable date. When received these lists will be transmitted to the Labor Advisory Board for review.

(Footnote Continued on next page)

There was also sent to each code authority, a copy of a prepared statement which explained the nature of the problem and the obligations assumed by the code authority. (*) This statement was intended to familiarize the members with the character of the list, its purpose, methods by which it was to be further developed and the procedure in NRA for considering these lists. It was pointed out that it was highly desirable for each industry to list these occupations as employers assumed, under the code, the direct obligation not to employ persons under the specified age at hazardous occupations. It was felt desirable to have a specific list approved or acknowledged by the Administration to direct and define the employer's obligations, and to guide the court in taking official cognizance of the list as administrative determinations of what was required under the code.

During the existence of the NRA, 298 lists were furnished to industries which had codes requiring the submission of such a list, and 57 such lists were submitted upon request to industries which were not required to send in lists of hazardous occupations for their respective industries (Table III). One hundred and twenty-eight lists were transmitted to code authorities in the equipment and fabricating group, including cases where codes were not required to present such lists.

Very little opposition appeared to these suggested lists of hazardous occupations. They were generally adopted in toto by the Code Authority. In some cases, additions were made to them by the code authority, based on the more intimate acquaintance with the industry by the members of the code authority. Several industries requested that they be furnished with specific data supporting the recommendations. In all such instances, original data developed by the Advisory Committee of the Department of Labor were transmitted to the various industries, together with such recent materials as had appeared. Only in the case of two occupations, did any really serious problems appear. They were the delivery boys on trucks and the offbearers of woodworking machinery. Despite the abundance of information supporting the conclusions of the Committee, members of one code authority were reluctant to incorporate these occupations in the approved lists as their individual experience did not support the statistical findings presented by the Committee. However, these same occupations

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(*) NRA Studies Special Exhibits Work Materials No. 45.

(**) (Continued from previous page)
"After consideration of the recommendations of the Labor Advisory Board and after such conferences with the Code Authorities as may be necessary, the Deputy Administrator will transmit such lists to the Code Record Section through the Division Administrator, copy to the office of the Assistant Administrator for Field Administration.

"The Code Record Section will transmit copies of the lists as received to the Public Relations Division for release.

"By direction of the Administrator

G.A. LYNCH
Administrative Officer".

TABLE III

LISTS OF HAZARDOUS OCCUPATIONS FURNISHED BY LABOR ADVISORY BOARD TO CODE AUTHORITIES

	Number of Lists		
	TOTAL	Codes Requiring Submission of List by Code Authority	Codes Containing No Such Requirement
TOTAL	355	298	57
Metals	2	2	--
Non-Metallic	35	26	9
Forest Products	14	13	1
Chemicals	21	19	2
Paper	29	29	--
Rubber	3	1	2
Equipment	66 (a)	50 (a)	16
Food	33 (b)	32 (b)	1
Textiles - Fabrics	21	15	6
Textiles - Apparels	24	22	2
Leather and Fur	9	6	3
Fabricating	62	53	9
Construction	2	--	2
Transportation	5	5	--
Recreation	1	1	--
Service Trades	4	4	--
Distributing - Wholesale	16	13	3
Distributing - Retail	7	6	1
Territorial	1	1	

(a) Code 72, 3 lists, two for supplements

(b) 2 lists for supplements

Source: NRA Files - See also NRA Studies Special Exhibits, Work Materials No. 45

had been accepted as hazardous by other code authorities. In more than half of the cases in which these questions appeared, free discussion convinced the code authorities of the justification of the Committee's recommendations. No comparable problems appeared with respect to other occupations.

The disposal of these submitted lists varied considerably as among the different industries. The most definitive statement can be made with respect to the lists actually approved by an Administrative Order or by a letter from the Administration (Table IV). In all, 174 lists were in this class (Appendix G-3). Of this number, 146 were approved and 28 acknowledged. Of the total approved or acknowledged, 164 were for codes requiring the submission of such lists and 10 were approved or acknowledged for codes where such lists were not required. Some 67 lists were approved for the equipment and fabricating classes. It may be noted that only 49.5 percent of the code authorities which had been required to submit lists had actually had lists approved or acknowledged by the Administration (Table V). The groups in which the percentage of approval was highest were: forest group (92.3), distribution-wholesale (84.6); transportation (66.7); fabricating (58.9); equipment (58.0); and paper (50.0).

As for the remaining lists, 47 were furnished industries which were not required to submit lists of hazardous occupations. In the case of the 135 lists submitted to the industries where the codes required such lists to be submitted to the Administration, progress was not uniform. A few codes had been approved by the Labor Advisory Board but had not as yet been formally approved by the Administration when the NRA codes were invalidated. Most of the code authorities had not taken action on these lists. Constant requests were made by the Administration for reports from the code authorities, but action was slow. It may be said that the progress in development and approval of these lists was largely the result of the constant pressure applied by the staff of the Labor Advisory Board upon the Administration and the latter's constant inquiries to the various code authorities. Not all of the industries responded to these reminders. (*)

Some industries failed to cooperate because they were preoccupied with the problems of administration; others, however, were not functioning at all satisfactorily and took no action on any matters of moment. It followed that little was to be expected of them. Some industries did not take action because they maintained that no persons under 18 years of age were in their employ or that they saw no reason for developing lists since all the jobs in their industry would be governed by the 18 year minimum. In many of the latter cases steps were taken to amend the codes to raise the basic minimum age in the code. Only a handful of lists were unapproved because of the disagreement between the code authorities and the Labor Advisory Board. In these cases, the latter insisted upon the inclusion of one or another occupations to which the code authority would not assent. This case is exemplified by the Spray Painting and Finishing Equipment Manufacturing Industry which would not include spray painting as a hazardous occupation for younger persons, but agreed not to employ persons under 18 years of age in any capacity. Some industries feared the effect of the approval of a list of hazardous occupations for persons under 18 years of age upon their industrial compensation insurance rating. In these cases, the staff members

(*) NRA Studies Special Exhibits Work Materials No. 45.

TABLE IV

LISTS OF HAZARDOUS OCCUPATIONS ACKNOWLEDGED OR APPROVED BY THE ADMINISTRATION

	Grand Total	Total	Industries Requiring Lists to be Submitted: Approved	Industries Requiring Lists to be Submitted: Acknowledged	Codes With No Requirement: Approved	Codes With No Requirement: Acknowledged
TOTAL	174	164	139	25	7	3
Metals	3	2	2	--	1	--
Non-Metallic	11	11	8	3	--	--
Forest Products	13	12	8	4	--	1
Chemicals	10	10	10	--	--	--
Paper	16	16	16	--	--	--
Rubber	1	1	1	--	--	--
Equipment	33	29	27	2	3	1
Food	16	16	14	2	--	--
Textile-Fabrics	9	7	6	1	1	1
Textile-Apparel	7	7	5	2	--	--
Fabricating	34	33	25	8	1	--
Transportation	4	4	4	--	--	--
Service	2	2	2	--	--	--
Dist. - Wholesale	11	11	8	3	--	--
Dist. - Retail	3	3	3	--	--	--
Construction	1	--	--	--	1	--

Source: NRA Studies Special Exhibits Work Materials No. 45

TABLE V

LISTS OF HAZARDOUS OCCUPATIONS APPROVED AND ACKNOWLEDGED AND REQUIRED BY CODE

	Lists Required to be Submitted by Code	Lists Approved or Acknowledged	
		Number	Percentage
TOTAL	331	164	49.5
Metals	3	2	66.7
Non-Metallic	39	11	28.2
Forest Products	13	12	92.3
Chemicals	21	10	47.6
Paper	32	16	50.0
Rubber	1	1	100.0
Equipment	50	29	58.0
Food	39	16	41.0
Textile-Fabrics	17	7	41.2
Textile-Apparel	25	7	28.0
Leather and Fur	6	--	
Fabricating	56	33	58.9
Transportation	6	4	66.7
Recreation	2	--	
Service	6	2	33.3
Distributing-Wholesale	13	11	84.6
Distributing-Retail	9	3	33.3
Territorial	3	--	--

Source: NRA Studies Special Exhibits Work Materials No. 45

of the Labor Advisory Board explained rather fully to code authority representatives the methods by which insurance ratings are determined, and explained why these lists would not adversely affect compensation insurnce costs but would probably reduce the same. Where it was possible to discuss this subject fully, objections were usually removed.

No less responsible for the slow development by the code authority of an appreciation for its responsibility in this respect was the attitude of NRA officials who considered it a matter of routine handling and assigned it to periods of periodic review of code provisions. To overcome this attitude meetings were arranged by the staff member of the Labor Advisory Board charged with this responsibility with individual Administrative Divisions to explain and outline the problems, the materials, and the significance of the work. The special educational effort bore fruit. It was the persistent checking up of progress by the Labor Advisory Board and the services furnished by the latter in the form of lists and explanations that assured compliance by the code authorities with code provisions requiring the listing of hazardous occupations within the industry.

IV. OCCUPATIONS PROHIBITED TO MINORS AS HAZARDOUS (*)

The codes usually required that lists of "operations and occupations hazardous in nature or detrimental to health" be submitted by code authority. To prepare such a list as has been explained, the plan developed in cooperation with the Children's Bureau of the United States Department of Labor was to furnish the code authorities of the separate industries with lists of three types of occupations which were considered unsuited to persons under the age specified in the code for the specific industry. They were: occupations involving general hazards; specific mechanical hazards peculiar to the particular industry and health hazards. This classification was similar to the one developed by the Advisory Committee on Employment of Minors in Hazardous Occupations. The class of general mechanical hazards included such operations as construction work, shipbuilding; manufacture, purification, storage or distribution of coal gas, water gas, natural gas, or the operation of gas pumping stations; work in or about mines, quarries, sand, gravel or clay banks or pits; work in or about ore reduction works, smelters, bot rolling mill furnaces, foundries, forging shops or any other places in which the heating, melting or heat treatment of metals is carried on; the cutting or welding of metals; hot galvanizing or tinning processes; junk or metal scrap yards; chauffeurs or assistants to chauffeurs or as helpers or delivery boys on motor vehicles; oiling, cleaning or wiping machinery in motion; and applying belts to a pulley in motion or assisting therein, or in proximity to any unguarded belt or gearing. Among the specific mechanical hazards adopted in the various lists of hazardous occupations are the operation of gas, oil or steam engines or other prime movers; the care, custody, operation or repair of elevators, cranes, derricks or other hoisting apparatus; the operation or assisting in operation of or taking materials from such machines as dough brakes, power driven laundry machinery; grinding abrasive polishing or buffing wheels; metal cutting

(*) The lists of hazardous occupations approved by NRA Industries were distributed by the Children's Bureau of the United States Department of Labor, as they were approved, to all state and local officials issuing employment certificates.

machines having a guillotine action, wire cutting machines, boring mills and the like. The health hazards include the occupations in which heavy chemicals are manufactured; in which unsterilized hides or animal hair is used; in which free silica dust, asbestos dust may be found; or other occupations where some of the substances with injurious properties may be found. (*)

In addition to the generalized occupations certain industries added detailed reference to the exact jobs at which the hazard may be found. It was felt, however, that such a procedure was impractical for the most if not all industries since conditions varied within these industries and the occupational terminology had not been standardized sufficiently to warrant its use. Only in a selected number of industries where specific job titles could be unmistakably identified were the specific names adopted.

On the whole these occupations were accepted as being unmistakably hazardous to younger persons. (**)

V. COMPLIANCE WITH CHILD LABOR PROVISIONS

The child labor provisions in codes presented but a slight problem to the NRA compliance activities. During the period of transition from the free use of child workers, except insofar as the state child labor laws regulated their employment, the Federal Emergency Relief Administration helped to relieve the dependence in individual families which counted upon the earnings of the child worker. On September 28, 1933, Harry L. Hopkins, Administrator, issued an order to all his State Relief Administrations which read:

> "The recovery program is seeking to establish a 16 year minimum age for regular employment. This means that some children of 14 and 15 who now hold jobs will have to give them up and go back to school. In some cases loss of child's earning power, however meagre, will entail great hardships for individual families. In other cases . . . this loss of income may materially lower the standard of living. To permit exemptions from the minimum age on grounds of family necessity will be contrary to one of the main purposes of the N.R.A., which is to spread employment among adults and release children to continue their education. . . May I urge the State and local Emergency Relief Administrations to secure at once cooperative arrangements with the school systems, whereby . . . cases may be brought to the attention of the Relief Administrations. Upon investigation if it is found that the earnings of the minor are essential to maintaining a decent standard of living in the family it is suggested that assistance be

(*) For a basic list see United States Department of Labor, Monthly Labor Review (December, 1932) V. 35, pp. 1315-1322

(**) For an analysis of the proscribed occupations with notations as to the industries which included them in their lists and copies of the hazardous occupations for the industries where such lists were approved, (see Appendix G and G-2)

granted to the family" (*)

On the basis of this instruction, Dr. Leo Wolman, Chairman of the Labor Advisory Board, warned the NRA Compliance Boards on October 24, 1933 against granting exemptions from provisions of the Presidential Reemployment Agreements prohibiting child labor. He declared that:

> "It should be fully understood by the local NRA agencies who wish to cooperate with the Adiministration that no special exemptions whatsoever are to be granted from the child labor provisions of the codes. If the code specifies a 16 year minimum no child under this age should be employed". (**)

The attention of the Relief Administrators to this problem throughout the entire period of the NRA made it possible for the families of the unemployed to be less insistent upon finding jobs for their children.

Compliance records appear to corroborate the fact that the Administration encountered little difficulty on enforcing the child labor clauses. It is the general consensus of opinion among industrial, labor and Government officials that there was a marked degree of compliance. The code histories for individual industries confirm this conclusion.

Statistical evidence corroborating this impression may be found in the relatively small number of complaints of violation of child labor provisions. There were 317 complaints submitted to NRA. These appeared in a small number of industries; in fact 85 of them were in industries in which exemptions were permitted for persons to work under 16 years of age for limited hours during the day. Of the total, 179, or 56.4 per cent were in the service, distribution and recreation trades. The next largest group consisted of 47 in the food industries of which 30 complaints appeared in the baking industry (Table VI). These cases were easily disposed of by the NRA compliance authorities. Of the total, 43 were immediately dropped as unfounded, and only 19 were still pending at the time of the invalidation of NRA. The others were properly adjusted.

The Southern States reported an undue proportion of complaints in relation to their total employment. In fact 103 complaints, or 31 per cent, came from the States ordinarily included within the South. Few of these cases were dropped by the Compliance Division since they proved well founded. The other States in which comparatively large numbers of complaints were filed were: California, 49, Massachusetts, 38, and Ohio, 17 (Table VII). The California complaints came chiefly from the American Petroleum Equipment Industry where minors under 18 had been employed at hazardous occupations. In Massachusetts, 8 of the complaints came from the Ladies Handbag Industry in the city of Lynn, arising largely from the use of children in homework. The Ohio complaints were scattered, with 6 coming from the Retail Food and Grocery Industry. It may be noted that these complaints are

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(*) Letter from Harry L. Hopkins, Administrator to all State Emergency Relief Administrations - September 28, 1933. (N.R.A. Files, Child Labor)

(**) Press Release No. 1040, National Recovery Administration, (October 4, 1933). (NRA Files, Child Labor).

TABLE VI

CHILD LABOR COMPLAINTS

BY INDUSTRIAL GROUPS

Number of Complaints - 317

INDUSTRIAL GROUPS - (19):	Number of Complaints
Metals	1
Non-Metallic Minerals	1
Forest Products	13
Chemicals, Paints and Drugs	2
Paper	1
Rubber	1
Equipment and Manufacturing	22
Food	47
Textiles - Fabrics	2
Textiles - Apparel	15
Leather and Fur	5
Fabricating	6
Graphic Arts	5
Construction	14
Transportation and Communications	3
Recreation	16
Service Trades	27
Distributing Trades -Wholesale	12
Distributing Trades - Retail	124

for the most part derived from alleged violations of the 16 year minimum rather than the minimum for hazardous occupations. Enforcement of the latter provisions had not been generally undertaken in the comoliance offices.

VI. THE EFFECT OF CHILD LABOR PROVISIONS

The number of child workers in American Industry has declined during the last several decades. While the number of persons under 16 years of age gainfully employed in 1910 was 2 million, it was reduced to one million in 1920 and 667 thousand in 1930. This trend was reinforced by the depression when the total number of jobs was reduced. Nevertheless, the abuses of child labor became particularly serious during the years 1932 and 1933. The attention of the American public, largely due to the discussion of the Federal Child Labor Amendment, had been necessarily concentrated on these conditions. The sweatshop investigation in the spring of 1933 in Pennsylvania did much to confirm the impressions of exploitation which were generally suspected. The "baby" strikers who quit work in protest against the condition of their employment publicized the condition. The Governor of the State appointed a Committee of Inquiry and subsequently a Committee to look into all sweatshop conditions. Other similar investigations were made by the National Child Labor Committee with similar effect on public interest. (*)

Similar findings were made in other States by public bodies. In Connecticut the Commissioner of Labor began a campaign against the sweatshop in the spring of 1932 after a survey which disclosed its widespread character. The press was greatly aroused by this attack. (**)

The Maryland Commissioner of Labor, in his annual report, commented that -

> "Another effect of the depression has been the lowering of child labor standards by some employers. Many types of undesirable jobs have opened up, such as 'commission jobs' for boys. These commission jobs are closely related to fraud, the boy being coached in hard luck stories by his employer in order to sell his wares or magazines". (***)

(*) Courtney Dinwiddie, "The Rise and Fall of Child Labor in 1933". Annual Report of the National Child Labor Committee for the Year Ending September 30, 1933 (Mimeographed).

(**) New Haven Connecticut Times (May 21, 1932).

(***) Forty-First Annual Report of the Commission of Labor and Statistics of Maryland (1932) pp. 27-28.

TABLE VII

CHILD LABOR COMPLAINTS

(By States -- Total 317)

Alabama	8	Montana	5
Arkansas	4	Nebraska	5
California	49	Nevada	8
Colorado	4	New Hampshire	1
Connecticut	8	New Jersey	3
District of Columbia	1	New Mexico	3
Florida	1	New York	11
Georgia	11	North Dakota	2
Idaho	1	North Carolina	20
Illinois	13	Ohio	17
Indiana	3	Oklahoma	9
Iowa	5	Oregon	3
Kansas	1	Pennsylvania	4
Kentucky	1	Rhode Island	1
Louisiana	4	South Carolina	3
Maine	3	South Dakota	1
Maryland	3	Texas	13
Massachusetts	30	Tennessee	1
Mississippi	11	Utah	3
Minnesota	4	Virginia	12
Michigan	5	Washington	4
Missouri	6	Wisconsin	6
		West Virginia	2
		Wyoming	4

In New York State, the Secretary of Labor observed that an increasing proportion of children are employed in violation of law. (*)

The situation with respect to children before the NRA may be summarized as follows: (1) Employment opportunities for all persons as well as children had decreased, but the least desirable types of work for children have declined less than the other employments; (2) children were driven into employments such as street trades, industrial homework, domestic and personal service, and industrialized agriculture, that are least regulated and most subject to abuse; and (3) the standards of employment for children had declined to unusually low levels, particularly in the clothing and retail industries, and also in other industries.

(*) U. S. Department of Labor, Children's Bureau, "Summary of the Conclusions of the Conference on Present Day Child Labor Problems" (December 10, 1932).

The NIRA became law at a time when increasing protests of socially minded individuals were accompanied by similar protestations from industry which was feeling the effect of the wage cutting in establishments where child workers were employed. The NRA stopped these special abuses by setting a minimum wage whereby the employment of child workers became less attractive. Furthermore, actual age minima were established in the codes. In still other cases prohibitions of homework eliminated many opportunities for the employment of child workers. The improved results which were evident during the NRA period were the product of these developments: minimum wages, the prohibition or regulation of homework and child labor provisions (*).

The most complete available index of the effect of the NRA upon the employment of child workers is the number of employment certificates issued during the period under consideration. Many of the States and cities require that children shall have employment certificates when they go to work for the first time. Most frequently it is necessary for them to obtain these certificates only for manufacturing, mechanical and mercantile employments, office and messenger work, and in some states, for domestic service. While these occupations do not cover all the employments, they are particularly pertinent since they embrace the very types of jobs found in the coded industries. Use of these figures must be qualified, however, by the fact that they are affected by the degree of enforcement of the certificate law. The Children's Bureau of the Department of Labor has tabulated these figures for more than a decade. The Bureau's tabulation is used for a summary analysis of the employment certificate evidence (**)

There was a marked decline in the number of employment certificates issued by the cities surveyed during the years 1933 and 1934 despite the increased employment in NRA industries. During these years the number of children per 10,000 children between the ages of 14 and 15 years receiving certificates declined from the rate of 930 in 1929 to 210 in 1930, and to 67 in 1934. Such a marked decline must be attributed, to a large extent, to the presence of the NRA codes. While the number of cities issuing no employment certificates to their minors was 5 in 1933, the number increased to 19 in 1934. The certificates issued for work in the manufacturing and mechanical and mercantile establishments were relatively small; "for the most part children who obtained certificates" during the NRA period left school "to go into domestic service; to help at home or to engage in other work not covered by the codes." To bring about this sharp decline

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(*) See O. W. Rosenzweig's "NRA and Industrial Homework", a study by the Division of Review.

(**) For 1933 material, consult the United States Department of Labor, Monthly Labor Review, V. 39 (December, 1934) pp. 1320-1331, "Child Labor in the United States as Reflected by Employment Certificates Issued".

For 1934 material, consult same magazine, V. 41 (December, 1935), pp. 1477-1491, "Child Labor Under the NRA as Shown by Employment Certificates Issued in 1934".

in child labor and reduce employment of children in NRA industries to a negligible number the cooperation of the issuing officers and state labor officials was most valuable. In many cases they revoked certificates. In other cases the permits were returned to them as employers dropped children from the payrolls. Furthermore many officials refused to issue certificates to children under 16 years of age and offered additional facilities for the issuance of age certificates to those of legal age as a protection to the employer (*).

That the NRA materially reduced the number of children in industry is evidenced from other sources. The Industrial Welfare Commission of Arkansas reports that "the enactment of the National Industrial Recovery Act has to a large extent eliminated child labor problems in industry"(**). Similar testimony is presented in New York State where the Division of Junior Placement reports that the younger applicants had dropped in number. In fact "this decrease has been particularly evident among fourteen and fifteen-year olds because under the provisions of the NRA, employment for these younger boys and girls has been practically eliminated" (***). The North Carolina Department of Labor reports that -

> "The provision of the National Recovery Act have wrought wonders for the abolition of child labor in North Carolina. In many quarters there is a feeling that child labor is a thing of the past . . . the codes have eliminated hundreds of North Carolina children from industrial exploitation" (****).

During the same period, it appears that minors of 16 and 17 years of age receiving certificates increased. While the rate for 1929 was 1,179 certificates per 10,000 minors of age, it had declined to 872 in 1932 but had increased to 952 in 1933 and to 1,159 in 1934. These increases are to some extent due to the removal of the younger persons from jobs and to the increase in employment generally available during the latter year.

The effect of the NRA must also be judged in terms of its influence upon general legislation and opinion during the period. All persons interested in the promotion of the child labor control were aware from the beginning that the NRA might be brief in duration and that existing laws would have to be brought in line with the NRA regulations in order to insure their permanence. Two developments are noteworthy in this connection: The first is the child labor amendment. Interest in the amendment was revived during the months immediately preceding the NRA. While the measure had been submitted

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(*) United States Department of Labor, Children's Bureau, "Effect of NRA Codes on Child Labor" (June 5, 1935) (Mimeographed)

(**) State of Arkansas, Bureau of Labor Statistics, Eleventh Biennial Report, 1932-1934.

(***) State of New York Annual report of the Industrial Commission for the Twelve Months Ended December 31, 1933 (Albany: 1934- Legislative Document No. 81).

(****) The Bulletin of the North Carolina Department of Labor, V.I, No. 5 (December, 1934).

to the States for ratification in 1924, only 6 states had ratified it before 1933. Under the impetus of the pre-NRA and NRA discussion, 14 additional States ratified the amendment in 1935, and 4 in 1935 (*).

The second development is indicated by the fact that several states have undertaken to incorporate NRA standards into their State Laws. Prior to the NRA, only 4 States had established a 16 year minimum age for general employment and three of these were non-industrial States. Two of these States raised the age minimum just prior to the NRA (**). To this number must now be added the States of Pennsylvania, New York and Connecticut which, in 1935, raised their minimum requirements to approximately NRA levels.

Both of these movements for obtaining permanent legislation on child labor similar to that adopted in the codes were undoubtedly expedited by the NRA and impelled but not sufficiently to assure the early acceptance of them throughout the country.

(*) The States which have ratified the Child Labor Amendment are the following:

(Prior to 1933): Arkansas (1924); Arizona (1925); California (1925); Colorado (1931); Montana (1927); Wisconsin (1925);

(During 1933): Illinois; Maine; Iowa; Michigan; Minnesota; New Hampshire; New Jersey; North Dakota; Ohio; Oklahoma; Oregon; Pennsylvania; Washington; West Virginia.

(During 1935): Idaho; Indiana; Utah; Wyoming.

(**) These States are: Utah; Montana; Ohio; Wisconsin.

VII. POST NRA CHILD LABOR CONDITIONS

The effectiveness of NRA regulation is revealed in a negative manner by the events following the Schechter decision. The Children's Bureau of the Department of Labor in a preliminary report on certificates issued during 1935 declared that while only 7,000 children were certificated during the entire year of 1935, in the areas studied 11,000 were certificated in the seven months of 1935 following the Schechter decision. The Bureau comments that "after the protective provisions of the codes were removed, the number of 14 and 15 year old children going to work in these localities was 58 per cent larger than the number going to work during the whole twelve months of 1934". What is also significant is that the proportion receiving certificates for manufacturing and mechanical occupations increased from 6 per cent in 1934 to 12 per cent in 1935, and for mercantile occupations from 6 per cent to 17 per cent (*). Reports from individual State Departments of Labor confirm these statistical conclusions. The North Carolina State Department of Labor urged employers "to maintain voluntarily the gains made possible by the code standards" but demands for certificates for the employment in textile mills increased (**). The National Child Labor Committee investigated the silk mills of Patterson, New Jersey during the summer of 1935 and found children of 12 years of age employed in the mills (***). All available evidence suggests that the removal of NRA regulations prohibiting child labor served to open industry's gates again to child workers. One of the significant NRA contributions was thereby being undone.

VIII. CONCLUSION

Child labor regulation became one of the most generally approved provisions of NRA codes. Though it had not been discussed during the formulation of the NIRA as a subject for code regulation, it was generally accepted by industry. The provisions regulating child labor constituted one of the major pieces of social legislation undertaken by NRA. As such it became an in tegral part of the NRA labor program. The elimination of child labor through specific code provisions was an affirmation of the effects likely to follow from the establishment of provision s respecting minimum wages, learners, homework and maximum hours. These provisions, it was contemplated, would make child labor unprofitable; the elimination of child labor could be best assured by the outright prohibition.

(*) U. S. Department of Labor Children's Bureau, "Trend inChild Labor since NRA was Declared Unconstitutional" (Board on Preliminary Reports) (January, 1936, Typewritten Memorandum).

(**) North Carolina Department of Labor, The Bulletin V. II, (July-December, 1935)

(***)National Child Labor Committee, Annual Report for the Year Ending September 30, 1935. by Courteney Dinwiddie, General Secretary.

In many respects this regulation exemplified the type of legislation which could be undertaken by the NRA. It could act on a national scale whereas individual states could not. Although disapproval of child labor is quite general state legislation confirming this conclusion has not been readily enacted. Employers in one state have been unwilling to encumber themselves by stringent restrictions while other states could refuse to join the movement. The result was backwardness of regulations in some states and absence of our uniformity in the laws for the country as a whole. This condition was eliminated by the codes. Competitors could meet and establish similar terms of competition without fear of discrimination. This situation worked with particular effectiveness with respect to child labor. The example set by the cotton textile code was accepted by all industries as a challenge and action was taken to comply with the sixteen year minimum. In other industries where hazardous occupations were present, a higher minimum, usually 18 years, was established for employment at these jobs. Considerable progress was made toward defining the hazardous jobs.

The cooperative efforts of industry in this field stand out as a striking example of the importance of having some national instrumentality which would permit socially desirable goals generally approved within an industry to be given expression and the force of law. It likewise illustrates how far-reaching the effects of the voluntary action by one group may be. Such advances in one industry may set the pace for other industries and thereby assure quick achievement.

Not only were standards with respect to child labor advanced but the regulations were also generally enforced with little difficulty and complaint. The hardships of the family of the workers were relieved by the extensive system of organized assistance established in the United States during the period of the NRA. The movement was welcomed by employers, workers and socially minded individuals and was supported by all.

The need of some new instrumentality which would effect the same achievements is emphasized by the collapse of standards since the invalidation of the codes. In some industries in which trade associations have promised to comply with code standards and where employers have generally approved these standards and in which officials of State Departments of Labor have sought to emphasize the need of complying with the child labor provisions of the code, the breakdown has appeared.

Many permanent contributions were made by this experiment under the NRA in the control of child labor: First, several states have adopted its provisions in their state laws; secondly, many states have been added to those approving the Federal Child Labor Amendment; thirdly, regulation of child labor at the standards prescribed by NRA has been proven to be practical both as social legislation and as a workable basis for factory operation; fourthly, voluntary compliance cannot reach the individual nonconformist in industry; fifthly, industry will readily comply with the provisions as established in NRA codes; sixthly, much valuable experience in the development of specific regulation and the child labor problems of individual in dustries had been garnered.

Action in some form is necessary to assure the maintenance of the NRA standards developed to regulate child labor. Among the steps most urgently advocated at present is the Child Labor Amendment to the Constitution of the United States.

APPENDIX A

From: Children's Bureau, U. S. Department of Labor

August 15, 1933.

Memorandum re DESIRABILITY OF A MINIMUM AGE OF 18 IN HAZARDOUS EMPLOYMENTS.

While the Codes of Fair Competition are generally recognizing 16 as the minimum age for employment it is equally desirable that the Code for some industries should prohibit the employment of persons up to 18 years of age, at least in occupations involving extreme danger. Boys and girls of 16 and 17 years of age are in many respects immature and imprudent with undeveloped muscular coordination. These universal characteristics of adolescents make it unsafe to employ them in or around complicated machinery. The proportion of accidents from machinery to boys and girls 16 to 18 years of age are higher than for older workers. Furthermore young persons are more susceptible than adults to industrial poisons and should not be employed in places where they may be exposed to harmful substances from which they may contract occupational disease.

State legislation has long prohibited certain employments to children under 16 on the ground of health and accident hazards, and the prohibitions are being gradually extended up to age 18. Some of the obvious prohibitions which are or ought to be in force for persons under 18 years of age will readily occur to mind; for example, operating circular saws in planing mills, metal punch presses, and stamping machines in machine shops; running elevators, and derricks, street cars, or engines.

Many thousands of young people sustain injuries each year because of the failure of employers to observe the principle of hiring none under 18 for hazardous work. Employers who are eager to maintain high standards should be willing to cooperate in this matter, and the Codes provide a means for bringing more backward employers into line, and for reinforcing and extending State legislation. For each boy or girl displaced by the Code, and adult who is physically better qualified for the work, and who has greater need for the job, will be hired. Thus the policy will help to promote re-absorption of the unemployed.

The following brief suggestions in tabular form may help to guide Deputy Administrators in formulating Code provisions to this point. The suggestions are based on a report of a Technical committee of Safety Engineers. Industrial Hygienists and Compensation authorities which studied this problem and issued its recommendations in December, 1932.

Occupations in which accident experience warrants the prohibition of employment for minors under 18 years.	Industries whose codes should contain these prohibitions.	States which fix 18 years as minimum age for employment in this type of work.
Construction work including repair or demolition work	Construction	Ala., Ark., Calif., Conn., Del., Ga., Md., Mass., N.J., Ohio, Pa., Wis.,

Occupations in which accident experience warrants the prohibition of employment for minors under 18 years.	Industries whose codes should contain these prohibitions.	States which fix 18 years as minimum age for employment in this type of work
Shipbuilding or in dry docks	Shipbuilding & ship repair	Md., Mich., Ohio, Wis.
Work connected with the generation of electricity	Electric Light Power Utilities	Ariz., Del., Md., Mich., Ohio, Wis.
Outside erection, maintenance or repair of electric wires	" " "	Pa., in the outside erection and repair of electric wires, including telegraph and telephone wires
Work connected with gas works or gas pumping stations	Gas operating utilities	
Work in connection with oil wells, oil drilling operations or oil refineries	Oil	
Work in or in connection with mines	Coal & Metal Mining	Ariz., Mich., N.J., N.Mex., Wis. (Pa. ruling)
Quarries	Quarries	D.C., Mich., N.Mex., Wis.
Stockyards, slaughtering or butchering	Meat Packing	
Ore reduction works, Smelters, Blast furnaces, Foundry, Forging shops, or other places in which the heating, melting or heat treatment of metals is carried on	Iron & Steel Industry, other Metal Industries Brass, Copper, etc.	Ariz., Md., Mass., Mich., Mont., Nev., Ohio, Pa., Wis. (covering one or more of the specified employments)
In connection with metal working machinery e.g. punch presses boring mills, stamping machines, grinding & abrasive machines, power-driven metal planers, etc.	Foundries, machine shops, etc., and all industries working heavy metals	Ind., Del., Mass., Md., Mich., N.Y., Ohio, Pa., Wis. (covering one or more specified machines or similar machines)
Lumbering & Logging operations	Lumbering & Timber	Oreg. (certain occupations); (17 in Wis.)

Occupations in which accident experience warrants the prohibition of employment for minors under 18 years.	Industries whose codes should contain these prohibitions.	States which fix 18 years as minimum age for employment in this type of work.
In connection with any wood-working machinery e.g. saws, jointers, wood-turning or boring machines, wood-shapers	Lumber & timber products; furniture industry	Mich., Pa.
Bakery & Cracker making machinery	Food products	Mich., Pa., -mixing machines; (16, dough brakes, or cracker machinery -25 States)
Laundry machinery	Laundry & Dry Cleaning establishments	Va., girl, in any steam laundry. (16, 25 States)
Work on electric railways	Electric railways	11 States
Prime movers:		
Dynamos	Miscellaneous Industries	Del., Md., Ohio
Steam boilers		(16, in 15 States)
Other steam generating apparatus		(16, in 14 States)
Hoisting apparatus, elevators	Miscellaneous industries	13 States
Other hoisting apparatus	" "	10 States
Oiling, wiping or cleaning machinery in motion	" "	14 States
Delivery from motor vehicles	Retail & Wholesale trade (Groceries, meat stores, bakeries, laundries, newspapers)	(Calif., 16. While Calif. is the only State that has recognized this hazard, it is one which is growing rapidly.)

NOTE: As to work on the following machines, most State laws recognize the hazard, but the legislative standards (most of them put into effect some years ago) are not as high as accident experience would demand. The usual minimum age is 16; however, general prohibitions applying to minors under 18 may in some States be construed to prohibit their employment on obviously hazardous work.

Paper & paper products manufacturing machinery, e.g. calendar rolls, paper cutting & lacing machines, stamping machines	Paper & Pulp, & paper products, including paper box making; News print paper mfg.	(16 calendar rolls - 7 States; paper cutting machines - 13 States; paper lacing or lace machines - 16 States; stamping machines - 12 States.)
Rubber manufacturing e.g. calendar rolls	Rubber	(16, calendar rolls - 20 States)
Preparation of and tanning of hides	Tanneries	(16, curing skins - N.J.)
Leather working machinery	Leather working industries (Boot & Shoe, Pocketbooks, bags, luggage, accessories, etc.)	(16, burnishing machines - 14 States; 16, stamping machines - 12 States)
Meat grinding machines	Food products	(16, Pa.)
Dry cleaning machinery	Laundry & Dry Cleaning establishments	(16, R.I.)

APPENDIX B

SUMMARY OF PUBLIC HEARING ON SEPTEMBER 22, 1933

The industry presented the recommendation that there be no age limit on the employment of children in the sale or delivery of newspapers if they were able and without impairment of health or without interfering with their school work to perform this work. They furthermore set a 14 year age limit for non-mechanical departments where children between the ages of 14-16 might work for three years daily between the hours of 7 a.m. and 7 p.m., but not during school hours. The discussion centered about the newsboys selling and/or delivering newspapers. It was contended by a representative of the publishers, (Mr. Stodghill) that newsboy work is not child labor. The character of the duties performed by this work are such as to warrant their being "added to the curricula of the school". "The children performed many duties! The boy is a merchant salesman, deliveryman, credit man and collector... Surely the boy who learns business fundamentals, who meets human nature, who learns the value of business policies on dependability, honesty, courtesy and promptness is better equipped to make his way in the world than is the youngster who secures his education wholly within the four walls of the school room." Furthermore, the newspaper organizations take special pains to assure that every opportunity is given to the personal advancement and development of the young children within the organization. It was the policy of every newspaper "in every reasonable way to cooperate with the educational authorities and with the boys' parents with the object in view of maintaining and improving the boys' scholastic standing, their health and general well-being." Every effort is made by newspaper organizations to maintain such standards so "that parents can be assured that their son's connection with the circulation department will not be detrimental either by association or precept, but on the contrary will be helpful." Besides these advantages, the boys are enabled to continue school." This speaker for the publishers indicated in conclusion that "newspaper boys are working under ideal conditions highly beneficial to their development; their employment in no way interferes with the employment of adults; there is a part-time job requiring less than an hour and a half each day with an average weekly income so small that no adult could profitably undertake the work; the boys are encouraged and assisted to remain in school; the newspaper has done and is doing more toward developing boys for the future than any other social agency."

Much opposition was expressed to these views by organizations such as the National Child Labor Committee, National Congress of Parents and Teachers and National Educational Association, and by individuals. It was contended that the street trades are harmful to children of tender age whether they be boys or girls. In addition to subjecting children to the "unwholesome influences on the street, traffic dangers and health hazard," the employment of child labor was considered undesirable because of the possibilities of employing older boys and handicapped adults at such work. Much evidence was submitted on the widespread recognition of the unsuitability of these trades as indicated by legislation prevailing throughout this and in foreign countries. In place of the publishers' proposal, it was suggested that no person under sixteen years of age be employed directly "or through any distributing agency, except boys between fourteen and sixteen years to deliver or to sell newspapers between seven a.m., and seven p.m., where such work does not interfere with hours of day school."

APPENDIX C

May 18, 1934

MEMORANDUM

To: General Hugh S. Johnson, Administrator

From: Mr. George Buckley, Division 7.

Subject: Child Labor Provisions for the DAILY NEWSPAPER PUBLISHING CODE and the GRAPHIC ARTS CODE.

Upon the basis of the report of the Division of Research and Planning, and with due regard to the report of the Childrens' Bureau of the Department of Labor, I recommend:

1. Prohibition of the delivery of sale of newspapers by girls.

This reflects, in general, the recommendations of the newspaper publishers and the welfare organizations consulted in preparing the report of the Division of Research and Planning. Nearly 99% of the children delivering and selling newspapers of those publishers responding to the questionnaire of the Research and Planning Division (about 70% of the total number) are boys.

2. Prohibition of delivery or sale of newspapers by boys under fourteen (14) years of age, provided that, in cities under 100,000 population boys twelve (12) years of age and over presently employed in selling or delivering newspapers may continue in such employment.

Of the 228,395 children reported as selling and delivering newspapers, 75.3% are fourteen (14) years of age or over.

3. Limitation of hours which may be worked to 4 hours per day.

Eighty-seven per cent (87%) of the newspapers reporting, give the average hours worked during the week, excluding Saturdays, at less than 2. The number of hours worked on Saturdays and Sundays is somewhat greater.

4. Retention of the provisions of Article V, Section 1 (b), of the Daily Newspaper Publishing Code and Article II, Section 19 (b), Paragraph 2 of the Graphic Arts Code, to regulate the hours between which boys may sell newspapers.

The provisions referred to prohibit sale of newspapers between 7 p.m. and 7 a.m. from October 1 to March 31 and between 8 p.m. and 7 a.m. from April 1 to September 31.

5. Prohibition of delivery by boys between the hours of 7 p.m. and 6a.m . from October 1 to March 31, and between 8 p.m. and 6 a.m. from April 1 to September 31.

6. Provision for the supervision of boys under 16 delivering and selling newspapers, by providing for filing with the State Department of Labor, or other appropriate state or local agency, a Certificate showing that the boy is at least 14 years of age and that his parents consent to the employment.

Twenty (20) states and the District of Columbia have ordinances regulating the work of children in street trades. All except 7 of these states require children selling and delivering newspapers to procure badges showing that they are entitled to do so.

7. Retention of the provisions of the Daily Newspaper Code and Graphic Arts Code that sale and delivery of newspapers may not be engaged in by children unless it may be done without impairment of health or without interference with the hours of day school.

8. That a conference be held between the representatives of the Periodical Publishers, the National Recovery Administration, the Department of Labor, and the National Child Labor Committee to consider the question of the applicability of the provisions recommended above, or similar provisions, to the delivery and sale of Periodicals.

I have consulted with officials of the Department of Labor who approve my recommendations with the following reservations:

(1) That the prohibition of delivery or sale of newspapers by girls be limited to girls under 18 years of age.

(2) That the limitation of hours which may be worked per day be three (3) hours on school days and four (4) hours on Saturdays, Sundays and holidays.

(3) That provision be made that badges may be issued to children permitted to deliver and sell newspapers.

George Buckley
Division Seven

EBW/ad

9791

APPENDIX D

SUGGESTED AMENDMENT TO ARTICLE V, SECTION 1
CODE FOR THE DAILY NEWSPAPER PUBLISHING BUSINESS, - BY THE CODE AUTHORITY OF THE INDUSTRY, - - November 12, 1934.

SECTION 1.

Publishers shall not employ persons under 18 years of age, except those who are able, without impairment of health or interference with hours of day school:-

(a) To deliver newspapers on routes; provided that no persons under 12 years of age shall be so employed, except that persons between 10 and 12 years of age employed on the effective date of this amendment to deliver newspapers in cities of 50,000 population or less may continue to deliver on routes in such cities. On school days no person employed under this paragraph shall be employed for more than 3 hours. The hours for delivery shall be between 5 A.M. and 7 P.M. from October 1st to March 31st and between 5 A.M. and 8 P.M. from April 1st to September 30th.

(b) To sell newspapers; provided that no persons under 14 years of age shall be so employed, except that persons between 12 and 14 years of age may be so employed in cities of 50,000 population or less. On school days no person employed under this paragraph shall be employed for more than 4 hours. The hours for street sales shall be between 7 A.M. and 7 P.M. from October 1st to March 31st and between 7 A.M. and 8 P.M. from April 1st to September 30th.

(c) To perform other part time services but not in manufacturing and mechanical departments, for not more than 3 hours a day between 7 A.M. and 7 P.M., provided that no person under 14 years of age shall be so employed.

(d) A publisher shall require from each such person employed by him to sell and/or deliver newspapers a certificate from the school attended by such person as evidence (1) that he is of qualified age to sell and/or deliver newspapers under the provisions of this Section, and (2) that such work may be performed by such person without interference with school work or the hours of day school.

(e) Publishers shall not employ female minors to sell or deliver newspapers.

(f) Publishers shall use their best endeavors to see that the provisions of this Section are observed by those who distribute their newspapers.

November 12, 1934.

APPENDIX E - (a)

CODE AUTHORITY
For The
DAILY NEWSPAPER PUBLISHING BUSINESS
230 West Forty-First St.
New York

May 1, 1935.

To All Assenting Members:

In approving the Code for the Daily Newspaper Publishing Business, the President expressed dissatisfaction with Article V, Section 1, and ordered the government members of the Code Authority to "give particular attention to the provisions authorizing minors to deliver and sell newspapers."

Discussion of this subject has continued since earliest inception of the Code. Protracted negotiations have been carried on between representatives of the publishers and the United States Department of Labor. Public hearings were held in Washington on September 22, 1933, and June 22, 1934. Various proposals were advanced, none meeting with mutual acceptance.

At a meeting of the Code Authority, March 7, 1935, the government representative asked that a further effort be made to meet the Administrator's wishes. It was pointed out to him then that on two occasions publishers had accepted proposals submitted to them by NRA, only to be followed by further government demands, and that in view of the rejection by publishers of the amendment submitted in November, 1934, it appeared futile to present another proposition unless it could be accompanied by assurance that its approval would end the controversy over this question.

A special committee, consisting of Messrs. J. D. Barnum, now president of the American Newspaper Publishers Association, Linwood I. Noyes, president of the Inland Daily Press Association, and Howard W. Stodghill, former president of the International Circulation Managers Association, was appointed to draft new provisions and to confer with Administration officials.

The committee reported that attached draft of an amendment and strongly urges upon publishers its acceptance.

The Secretary of Labor by letter gives governmental approval and expresses hope that the amendment may be adopted.

Accordingly, the Code Authority submits to assenting members the attached amendment to Article V, Section 1, of the Code, regulating the employment of minors to sell and/or deliver newspapers, and recommends its adoption.

Please mark the enclosed ballot and mail promptly one copy to:

"Code Authority for the Daily Newspaper Publishing Business,
230 West 41st Street, New York, N. Y."

(Signed) S. M. Williams,
Secretary Code Authority.

APPENDIX E (b)

Department of Labor
Office of the Secretary
Washington

April 29, 1935.

Mr. Elisha Hanson
General Counsel,
Newspaper Code Authority,
Washington, D. C.

Dear Mr. Hanson:

I am informed by the Chief of the Children's Bureau that an amendment to the Code for the Daily Newspaper Publishing Industry has been proposed by the Code Authority and will be submitted to the publishers.

The standards incorporated in this amendment were developed through conferences with representatives of this Department and the Code Authority.

Although these standards are lower in some respects than those advocated by this Department, they represent, nevertheless, a real advance over practices now prevailing in many parts of the country.

I am glad, therefore, to indicate my cordial approval of the agreement reached and my hope that the amendment may be adopted, and that a way may be found by which the standards incorporated therein may be continued during a period long enough to demonstrate their value.

Very truly yours,

Frances Perkins

Secretary of Labor.

APPENDIX E (c)

REPORT OF SPECIAL COMMITTEE DESIGNATED BY THE CODE AUTHORITY TO CONSIDER SUGGESTIONS FOR THE AMENDMENT OF ARTICLE V, SECTION 1 OF THE CODE.

At the meeting of the Code Authority in New York on March 7th, 1935, a committee consisting of Messrs. J. D. Barnum of Syracuse, N. Y., H. W. Stodghill of Louisville, Ky., and Linwood I. Noyes of Ironwood, Mich.,

was named to give consideration to the request of the Administration that Article V, Section 1, of the Code for the Daily Newspaper Publishing Business be amended. This is the section dealing with the employment of persons under 16 years of age in the sale and delivery of newspapers and in other part-time work in non-mechanical and non-manufacturing departments.

This Committee has given earnest consideration to the problem. It made a trip to Washington where its members, on March 26th conferred with Miss Katherine Lenroot, Chief of the Children's Bureau of the Department of Labor. It has conferred with numerous publishers and consulted many men active in the work of the International Circulation Managers' Association. It is now prepared to submit to the Code Authority with its recommendation a proposal for amendment of the Code which provides for strking out of all of Section 1 of Article V and substituting therefor the provisions of the attached amendment.

* * *

A brief explanation of this proposal is necessary.

The delivery and sale newspapers by boys does not of itself mean that those boys are employees. On the contrary by far the greater proportion of them are little merchants who buy their papers and then resell them to patrons on their routes or to customers on the street. There has been little difficulty over the employee problem. The real snarl has been over the insistence of the Department of Labor that publishers accept full responsibility for the activities of persons who are not their employees and in no sense of the word under their control. The Publishers' Code Committee, the Code Authority, and this present Committee designated by the Code Authority have always been ready to make any proper provision for employees. They have consistently refused, however, to foist complete responsibility upon publishers for hundreds of thousands of boys who are not employees.

The newspaper boy problem in these negotiations has consisted of several integral sub-problems.

First, as to the boys employed by publishers.

Second, as to the little merchants to whom the publishers directly sell their newspaper for resale, -- either to individuals or on routes.

Our proposal maintains a clear, definite distinction between boys who are employees of newspapers and those who are not. It fixes no legal responsibility on publishers dealing with independent contractors which by inference or implication can be construed as creating a condition or form of employment. It provides a minimum age of 12 years for carrier employees and of 14 years for sales employees, except in cities of 50,000 population or less where boys between 12 and 14 may be employed to sell. Boys between 10 and 12 now employed in delivery in cities of 50,000 population or less may continue to be so employed but no new boys under 12 can be taken on. There is no provision for a licensed badge system. There is, however, a provision that a boy must submit to his employer a certificate from a parent or guardian and

the school attended by him to the effect that he is of qualified age. The present code provision contains no minimum age and no restriction as to hours put in in delivery. The hours for street sales are retained and hours for delivery beginning at 5 A.M., and ending not later than 7 P.M. in winter and 8 P.M. in summer are provided.

Our proposal next provides that publishers shall not sell to little merchants who in turn engage in the delivery or sale of newspapers until those little merchants furnish certificates that they meet the age requirements set out for those boys who may be employed in similar work.

And finally, we propose that publishers shall not furnish or sell newspapers to any person for resale or delivery under conditions contrary to the foregoing provisions as to ages and hours and that where contracts or agreements are entered into for the distribution of newspapers they shall contain a provision requiring the distributor to observe the same provisions which publishers have obligated themselves to observe.

There is another proposal and that is that publishers shall not employ female minors to sell or deliver newspapers nor furnish newspapers to female minors for resale or delivery.

We realize that this proposal possibly is subject to proper criticism. It represents a compromise in the nature of concessions by this committee to the views of the Department of Labor and concessions by the Department in turn to our views. There is today but a small percentage of boys under 12 years of age engaged in delivery. Most of these are in cities of less than 50,000 population. Likewise, but a small percentage of boys under 14 are engaged in the sale of newspapers in cities of over 50,000 population. The provisions enabling boys between 10 and 12 now engaged in delivery in cities of less than 50,000 population and those between 12 and 14 engaged in street sales in the same cities to continue will take care of most of these boys.

The prohibition against girls engaging in this work with publishers' approval may work some individual hardships, but the total number of girls now so engaged is practically negligible.

The provision for a certificate signed by the parent or guardian and the school is similar to present requirements insisted upon by many publishers. It was finally accepted by the Department of Labor when the Department became convinced that its insistence upon a licensed badge system under federal supervision and control would never be consented to by a vast majority of publishers.

If approved by publishers, we feel that the acceptance of this proposal by the Department of Labor will end a controversy of many months' duration; set a standard for honorable part-time remunerative work for hundreds of thousands of American boys of today and the boys of tomorrow; and prove of inestimable public benefit thereby.

In conclusion, let us say that throughout the long period of negotiations, first the Publishers' Code Committee, then the Code Authority, and finally this Committee have constantly kept in mind the welfare of

the boys of this country who engage in the delivery and sale of newspapers. While undoubtedly there have been some abuses, there have been untold benefits. The American newspaper boy is an intelligent, progressive, independent and alert future citizen. We have sought to retain for him his opportunity to employ his spare time so as to become a more valuable citizen. With those who would deny him such an opportunity and as an alternative throw him on charity or public relief, we would not discuss the question. With those who might seek to abuse him in his effort to progress and make a man of himself, we have no sympathy and to such we will lend no support.

Respectfully submitted,

J. D. BARNUM
H. W. STODGHILL
LINWOOD I. BOYES

April 24, 1935.

APPENDIX F

CODE AUTHORITY
for the
DAILY NEWSPAPER PUBLISHING BUSINESS
June 1, 1933

National Recovery Administration,
Mr. Jack B. Tate, Division Administrator,
Room 1016, Darr Building,
Washington, D. C.

Dear Mr. Tate:

The Code Authority for the Daily Newspaper Publishing Business initiated and submitted to all its assenting members on May 1, 1933, an amendment to Article V, Section 1, of the Code relating to the sale and delivery of newspapers by persons under 16 years of age. (Copy attached.) The Code, in Article VII, provides that publishers do not consent to any modification thereof, except as each may thereto subsequently agree.

Response of newspaper members of this Code to the Amendment submitted has been as follows:

For the Amendment	647
Against the Amendment	139
Defective Ballots	6
Not Voting	395

The Code, Article VI, Section 3 (f), gives to the Code Authority power to initiate amendments "which, upon approval of the Administrator, shall become a part of the Code." The Code Authority is ready to submit and request approval by the Administrator of the Amendment as applicable to the 647 newspapers which have agreed to its adoption. But the Code Authority is advised by its counsel, Mr. Elisha Hanson, that you, as Division Administrator, have informed him to the following effect:

> "That in view of the fact that the NRA is no longer functioning for the enforcement of Code provisions there is no occasion for this Code Authority to make any report to the NRA on this or any other amendment;
>
> That NRA could not even receive the report under present conditions and undoubtedly would be compelled to return it.
>
> If the National Recovery Administration is in position to receive and approve report on the Amendment, the Code Authority is prepared to submit the names of the 647 newspapers that have filed their assents to its provisions."

Very truly yours,

/s/ S. M. Williams.

S. M. Williams
Secretary, Code Authority for the
Daily Newspaper Publishing Business

APPENDIX G (1)

Note: - Refer also to Appendix G (2)

PROHIBITION OF WORK OF CHILDREN UNDER 18 IN OCCUPATIONS HAZARDOUS OR INJURIOUS TO HEALTH

The lists of hazardous or injurious occupations designated by the Code Authorities as prohibited for minors under 18 are available for 166 industries.

Roughly, the prohibited occupations or processes may be classified in the following groups according to the type of hazard:

1. Specific Machine Hazards
2. General Mechanical Hazards
3. Health Hazards
4. General Hazards not classifiable under any one of the above.

The following lists give the occupations most frequently listed as hazardous or injurious to health, with the industries in which each occupation or group of occupations was prohibited.

HAZARDOUS OCCUPATIONS PROHIBITED TO MINORS UNDER 18

SPECIFIC MACHINE HAZARDS

Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

Air Valve Industry
Alloy Casting Industry
American Match Industry
Band Instrument Manufacturing Industry
Beauty and Barber Shop Mechanical Equipment Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Bicycle Manufacturing Industry
Bobbin and Spool Industry
Broom Manufacturing Industry
Bulk Drinking Straw, Wrapped Drinking Straw, Wrapped Toothpick and Wrapped Manicure Stick Industry
Can Labeling and Can Casing Machinery Industry and Trade
Canvas Stitched Belt Manufacturing Industry
Cast Iron Boiler and Cast Iron Radiator Industry
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Counter Type Ice-Cream Freezer Industry
Cylinder Mould and Dandy Roll Industry
Dental Goods and Equipment Industry

SPECIFIC MACHINE HAZARDS, (Cont'd)

Die Casting Manufacturing Industry
Envelope Industry
Fan and Blower Industry
Flag Manufacturing Industry
Floor Machinery Industry
Fluted Cup, Pan Liner and Lace Paper Industry
Folding Paper Box Industry
Garter, Suspender and Belt Manufacturing Industry
Gasoline Pump Manufacturing Industry
Glazed and Fancy Paper Industry
Gummed Label and Embossed Seal Industry
Gunning Industry
Gray Iron Foundry Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Industrial Safety Equipment Industry and Trade
Ladder Manufacturing Industry
Manufacturing and Wholesale Surgical Industry
Marine Auxiliary Machinery Industry
Marking Devices Industry
Medium and Low Priced Jewelry Manufacturing Industry
Metal Hat Die and Wood Hat Block Industry
Metal Hospital Furniture Manufacturing Industry
Metal Tank Manufacturing Industry
Metal Window Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Open Paper Drinking Cup and Round Nesting Paper Container Industry
Ornamental Molding, Carving and Turning Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Paper Disc Milk Bottle Cap Industry
Paper Stationery and Tablet Manufacturing Industry
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Precious Jewelry Producing Industry
Print Roller and Print Block Manufacturing Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry
Safety Razor and Safety Razor Blade Manufacturing Industry
Sanitary Milk Bottle Closure Industry
Steam Heating Equipment Manufacturing Industry
Surgical Dressings Industry
Tag Industry
Toy and Playthings Industry
Trailer Manufacturing Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Upholstery Spring and Accessories Manufacturing Industry

SPECIFIC MACHINE HAZARDS (Cont'd)

Vacuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry
Warm Air Register Manufacturing Industry
Waterproof Paper Industry
Waxed Paper Industry
Wood Cased Lead Pencil Manufacturing Industry

Metal-cutting machines having a guillotine action.

Air Valve Industry
All-Metal Insect Screen Industry
Alloy Casting Industry
Band Instrument Manufacturing Industry
Beauty and Barber Shop Mechanical Equipment Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Bicycle Manufacturing Industry
Can Labeling and Can Casing Machinery Industry and Trade
Cast Iron Boiler and Cast Iron Radiator Industry
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Counter Type Ice-Cream Freezer Industry
Cylinder Mould and Dandy Roll Industry
Dental Goods and Equipment Industry
Fan and Blower Industry
Floor Machinery Industry
Gasoline Pump Manufacturing Industry
Gray Iron Foundry Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Knitting, Braiding and Wire Covering Machine Industry
Ladder Manufacturing Industry
Marine Auxiliary Machinery Industry
Marking Devices Industry
Metal Hat Die and Wood Hat Block Industry
Metal Hospital Furniture Manufacturing Industry
Metal Tank Manufacturing Industry
Metal Window Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Precious Jewelry Producing Industry
Print Roller and Print Block Manufacturing Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry

SPECIFIC MACHINE HAZARDS, (Cont'd)

Metal-cutting machines having a guillotine action. (Cont'd)

Safety Razor and Safety Razor Blade Manufacturing Industry
Steam Heating Equipment Manufacturing Industry
Toy and Playthings Industry
Trailer Manufacturing Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Upholstery Spring and Accessories Manufacturing Industry
Vacuum Cleaner Manufacturing Industry
Warm Air Register Manufacturing Industry

Paper-cutting machines having a guillotine action.

American Match Industry
Bobbin and Spool Industry
Envelope Industry
Excelsior and Excelsior Products Industry
Flag Manufacturing Industry
Fluted Cup, Pan Liner and Lace Paper Industry
Folding Paper Box Industry
Glazed and Fancy Paper Industry
Gummed Label and Embossed Seal Industry
Gumming Industry
Open Paper Drinking Cup and Round Nesting Paper Container Industry
Paper Stationery and Tablet Manufacturing Industry
Tag Industry
Toy and Playthings Industry
Waterproof Paper Industry
Waxed Paper Industry

Power driven metal planing machines

Air Valve Industry
All-Metal Insect Screen Industry
Alloy Casting Industry
Band Instrument Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Can Labeling and Can Casing Machinery Industry and Trade
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Cylinder Mould and Dandy Roll Industry
Fan and Blower Industry
Floor Machinery Industry
Gasoline Pump Manufacturing Industry
Gray Iron Foundry Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Ladder Manufacturing Industry
Marine Auxiliary Machinery Industry
Marking Devices Industry
Metal Hat Die and Wood Hat Block Industry
Metal Tank Manufacturing Industry
Metal Window Industry
Musical Merchandise Manufacturing Industry

SPECIFIC MACHINE HAZARDS (Cont'd)

Power driven metal planing machines (Cont'd)

Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Precious Jewelry Producing Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry
Steam Heating Equipment Manufacturing Industry
Textile Machinery Manufacturing Industry
Toy and Playthings Industry
Trailer Manufacturing Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vacuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry

Wire Stitching machinery

All-Metal Insect Screen Industry
Band Instrument Manufacturing Industry
Beauty and Barber Shop Mechanical Equipment Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Can Labeling and Can Casing Machinery Industry and Trade
Coin-Operated Machine Manufacturing Industry
Fan and Blower Industry
Floor Machinery Industry
Gasoline Pump Manufacturing Industry
Household Ice Refrigerator Industry
Industrial Safety Equipment Industry and Trade
Marking Devices Industry
Medium and Low Priced Jewelry Manufacturing Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Pipe Organ Industry
Precious Jewelry Producing Industry
Print Roller and Print Block Manufacturing Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry
Toy and Playthings Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vacuum Cleaner Manufacturing Industry

SPECIFIC MACHINE HAZARDS (Cont'd)

OPERATION OF POWER-DRIVEN WOODWORKING MACHINERY, OR WORK AS OFFBEARER.

American Match Industry
Band Instrument Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Cordage and Twine Industry*
Counter Type Ice-Cream Freezer Industry
Dowel Pin Industry
End Grain Strip Wood Block Industry
Excelsior and Excelsior Products Industry
Flag Manufacturing Industry
Floor Machinery Industry*
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Ladder Manufacturing Industry
Manufacturing and Wholesale Surgical Industry*
Marine Auxiliary Machinery Industry
Metal Hat Die and Wood Hat Block Industry
Mopstick Industry
Musical Merchandise Manufacturing Industry
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Picture Moulding and Picture Frame Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Porcelain Breakfast Furniture Assembling Industry
Print Roller and Print Block Manufacturing Industry
Printing Equipment Industry and Trade
Smoking Pipe Manufacturing Industry
Toy and Playthings Industry
Trailer Manufacturing Industry
Trout Farming Industry in the Eastern Section
Upholstery Spring and Accessories Manufacturing Industry
Venetian Blind Industry
Wood Cased Lead Pencil Manufacturing Industry
Wood Plug Industry
Wood Turning and Shaping Industries
Wooden Insulator Pin and Bracket Manufacturing Industry

POWER DRIVEN PRINTING PRESSES

Bulk Drinking Straw, Wrapped Drinking Straw, Wrapped Toothpick and Wrapped Manicure Stick Industry
Fluted Cup, Pan Liner and Lace Paper Industry
Folding Paper Box Industry
Glazed and Fancy Paper Industry
Gummed Label and Embossed Seal Industry
Gumming Industry
Open Paper Drinking Cup and Round Nesting Paper Container Industry

* Worded slightly differently.

SPECIFIC MACHINE HAZARDS (Cont'd)

POWER DRIVEN PRINTING PRESSES (Cont'd)

Paper Disc Milk Bottle Cap Industry
Paper Stationery and Tablet Manufacturing Industry
Sanitary Milk Bottle Closure Industry
Tag Industry
Toy and Playthings Industry
Used Textile Bag Industry
Waterproof Paper Industry
Waxed Paper Industry

METAL PLATE BENDING MACHINES HANDLING MATERIAL OF MORE THAN 0.2145 INCH IN THICKNESS

Air Valve Industry
All-Metal Insect Screen Industry
Alloy Casting Industry
Band Instrument Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Can Labeling and Can Casing Machinery Industry and Trade
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Counter Type Ice-Cream Freezer Industry
Cylinder Mould and Dandy Roll Industry
Die Casting Manufacturing Industry
Fan and Blower Industry
Floor Machinery Industry
Gasoline Pump Manufacturing Industry
Gray Iron Foundry Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Knitting, Braiding and Wire Covering Machine Industry
Ladder Manufacturing Industry
Marine Auxiliary Machinery Industry
Marking Devices Industry
Metal Hat Die and Wood Hat Block Industry
Metal Hospital Furniture Manufacturing Industry
Metal Tank Manufacturing Industry
Metal Window Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Precious Jewelry Producing Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry
Steam Heating Equipment Manufacturing Industry

SPECIFIC MACHINE HAZARDS (Cont'd)

METAL PLATE BENDING MACHINES HANDLING MATERIAL OF MORE THAN 0.2145 INCH IN THICKNESS (Cont'd)

Toy and Playthings Industry
Trailer Manufacturing Industry
Unit Heater and/or UniteVentilator Manufacturing Industry
Vacuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry

MACHINERY HAVING A HEAVY ROLLING OR CRUSHING ACTION

Abrasive Grain Industry
All-Metal Insect Screen Industry
Band Instrument Manufacturing Industry
Beverage Dispensing Equipment Industry
Bobbin and Spool Industry
Can Labeling and Can Casing Machinery Industry and Trade
Clay Drain Tile Manufacturing Industry*
Clay Machinery Industry
Clay and Shale Roofing Tile Industry
Coin-Operated Machine Manufacturing Industry
Dental Goods and Equipment Industry
Earthenware Manufacturing Industry
Fan and Blower Industry
Feldspar Industry
Floor Machinery Industry
Floor and Wall Clay Tile Manufacturing Industry
Foundry Supply Industry
Hair Cloth Manufacturing Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Ladder Manufacturing Industry
Marine Auxiliary Machinery Industry
Marking Devices Industry
Medium and Low Priced Jewelry Manufacturing Industry
Metal Tank Manufacturing Industry
Metal Window Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Ornamental Molding, Carving and Turning Industry
Packging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Precious Jewelry Producing Industry
Print Roller and Print Block Manufacturing Industry
Printing Equipment Industry and Trade
Retail Monument Industry
Rock and Slag Wool Manufacturing Industry
Rolling Steel Door Manufacturing Industry
Safety Razor and Safety Razor Blade Manufacturing Industry
Tapioca Dry Products Industry (124 rolling machine)
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vacuum Cleaner Manufacturing Industry

9791 * Worded slightly differently.

SPECIFIC MACHINE HAZARDS, (Cont'd)

MACHINERY USED IN THE COLD ROLLING OF HEAVY METAL STOCK

Air Valve Industry
All-Metal Insect Screen Industry
Alloy Casting Industry
Band Instrument Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Bicycle Manufacturing Industry
Can Labeling and Can Casing Machinery Industry and Trade
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Cylinder Mould and Dandy Roll Industry
Die Casting Manufacturing Industry
Fan and Blower Industry
Floor Machinery Industry
Gasoline Pump Manufacturing Industry
Gray Iron Foundry Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Knitting, Braiding and Wire Covering Machine Industry
Ladder Manufacturing Industry
Marine Auxiliary Machinery Industry
Marking Devices Industry
Metal Hat Die and Wood Hat Block Industry
Metal Tank Manufacturing Industry
Metal Window Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Precious Jewelry Producing Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry
Steam Heating Equipment Manufacturing Industry
Trailer Manufacturing Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vaccuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry

GRINDING, ABRASIVE, POLISHING, OR BUFFING WHEELS, PROVIDED THAT APPRENTICES OPERATING UNDER CONDITIONS OF BONA FIDE APPRENTICESHIP MAY GRIND THEIR OWN TOOLS

Air Valve Industry
All-Metal Insect Screen Industry
Alloy Casting Industry

SPECIFIC MACHINE HAZARDS, (Cont'd)

GRINDING, ABRASIVE, POLISHING, OR BUFFING WHEELS, PROVIDED THAT APPRENTICES OPERATING UNDER CONDITIONS OF BONA FIDE APPRENTICESHIP MAY GRIND THEIR OWN TOOLS, (Cont'd)

Band Instrument Manufacturing Industry
Beauty and Barber Shop Mechanical Equipment
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Bicycle Manufacturing Industry
Bobbin and Spool Industry
Can Labeling and Can Casing Machinery Industry and Trade
Cast Iron Boiler and Cast Iron Radiator Industry
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Counter type Ice-Cream Freezer Industry
Cylinder Mould and Dandy Roll Industry
Dental Goods and Equipment Industry
Fan and Blower Industry
Floor Machinery Industry
Gasoline Pump Manufacturing Industry
Gray Iron Foundry Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Ladder Manufacturing Industry
Manufacturing and Wholesale Surgical Industry
Marine Auxiliary Machinery Industry
Marking Devices Industry
Metal Hat Die and Wood Hat Block Industry
Metal Hospital Furniture Manufacturing Industry
Metal Tank Manufacturing Industry
Metal Window Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Precious Jewelry Producing Industry
Print Roller and Print Block Manufacturing Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry
Safety Razor and Safety Razor Blade Manufacturing Industry
Steam Heating Equipment Manufacturing Industry
Textile Print Roller Engraving Industry
Toy and Playthings Industry
Trailer Manufacturing Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Upholstery Spring and Accessories Manufacturing Industry

SPECIFIC MACHINE HAZARDS, (Cont'd)

GRINDING, ABRASIVE, POLISHING, OR BUFFING WHEELS, PROVIDED THAT APPRENTICES OPERATING UNDER CONDITIONS OF BONA FIDE APPRENTICESHIP MAY GRIND THEIR OWN TOOLS, (Cont'd)

Vaccuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry
Warm Air Furnace Manufacturing Industry
Warm Air Register Manufacturing Industry

CIRCULAR SAWS USED IN THE CUTTING OF METALS

Air Valve Industry
All-Metal Insect Screen Industry
Alloy Casting Industry
Band Instrument Manufacturing Industry
Beauty and Barber Shop Mechanical Equipment Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Bicycle Manufacturing Industry
Can Labeling and Can Casing Machinery Industry and Trade
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Counter Type Ice-Cream Freezer Industry
Cylinder Mould and Dandy Rool Industry
Fan and Blower Industry
Floor Machinery Industry (*)
Gasoline Pump Manufacturing Industry
Glazed and Fancy Paper Industry (*)
Gray Iron Foundry Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Knitting, Braiding and Wire Covering Machine Industry
Ladder Manufacturing Industry
Marine Auxiliary Machinery Industry
Medium and Low Priced Jewelry Manufacturing Industry
Metal Hat Die and Wood Hat Block Industry
Metal Hospital Furniture Manufacturing Industry
Metal Tank Manufacturing Industry
Metal Window Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry

(*) Worded slightly differently.

SPECIFIC MACHINE HAZARDS, (Cont'd)

CIRCULAR SAWS USED IN THE CUTTING OF METALS, (Cont'd)

Precious Jewelry Producing Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry
Safety Razor and Safety Razor Blade Manufacturing Industry
Steam Heating Equipment Manufacturing Industry
Trailer Manufacturing Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vaccuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry

BORING MILLS

Air Valve Industry
All-Metal Insect Screen Industry
Alloy Casting Industry
Band Instrument Manufacturing Industry
Beauty and Barber Shop Mechanical Equipment Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Bobbin and Spool Industry
Can Labeling and Can Casing Machinery Industry and Trade
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Cylinder Mould and Dandy Roll Industry
Fan and Blower Industry
Floor Machinery Industry
Gasoline Pump Manufacturing Industry
Gray Iron Foundry Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Knitting, Braiding and Wire Covering Machine Industry
Ladder Manufacturing Industry
Marine Auxiliary Machinery Industry
Marking Devices Industry
Medium and Low Priced Jewelry Manufacturing Industry
Metal Hat Die and Wood Hat Block Industry (*)
Metal Tank Manufacturing Industry
Metal Window Industry
MusicalMerchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry

(*) Worded slightly differently.

SPECIFIC MACHINE HAZARDS, (Cont'd)

BORING MILLS, (Cont'd)

Precious Jewelry Producing Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry
Steam Heating Equipment Manufacturing Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vaccuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry

POWER SHEARS OF ALL KINDS

67 Codes

CREASERS, SLITTERS, OR CRIMPING, OR GRAINING ROLLS NOT GUARDED AT THE POINT OF OPERATION

19 Codes

IN OILING, CLEANING OR WIPING MACHINERY OR SHAFTING IN MOTION

Abrasive Grain Industry
Air Valve Industry
Alloy Casting Industry
American Match Industry
Band Instrument Manufacturing Industry
Batting and Padding Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Bicycle Manufacturing Industry
Bobbin and Spool Industry
Broom Manufacturing Industry
Bulk Drinking Straw, Wrapped Drinking Straw, Wrapped Toothpick and Wrapped Manicure Stick Industry
Can Labeling and Can Casing Machinery Industry and Trade
Canning Industry (Fruit and Vegetable, but not fish Canning)(*)
Canvas Stitched Belt Manufacturing Industry
Card Clothing Industry
Cast Iron Boiler and Cast Iron Radiator Industry
Cigar Manufacturing Industry
Clay Drain Tile Manufacturing Industry
Clay Machinery Industry
Clay and Shale Roofing Tile Industry
Coffee Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Cordage and Twine Industry
Corn Cob Pipe Industry
Cotton Cloth Glove Manufacturing Industry

(*) Worded slightly differently

SPECIFIC MACHINE HAZARDS, (Cont'd)

IN OILING, CLEANING OR WIPING MACHINERY OR SHAFTING IN MOTION

Counter Type Ice-Cream Freezer Industry
Crushed Stone, Sand and Gravel, and Slag Industry
Curled Hair Manufacturing Industry
Cylinder Mould and Dandy Roll Industry
Dental Goods and Equipment Industry
Die Casting Manufacturing Industry
Dowel Pin Industry
Earthenware Manufacturing Industry
End Grain Strip Wood Block Industry
Envelope Industry
Excelsior and Excelsior Products Industry
Fan and Blower Industry
Feed Manufacturing Industry
Feldspar Industry
Flag Manufacturing Industry
Floor Machinery Industry
Floor and Wall Clay Tile Manufacturing Industry
Fluted Cup, Pan Liner and Lace Paper Industry
Folding Paper Box Industry
Foundry Supply Industry
Fuller's Earth Producing and Marketing Industry
Garter, Suspender and Belt Manufacturing Industry
Glazed and Fancy Paper Industry
Gray Iron Foundry Industry
Gummed Label and Embossed Seal Industry
Metal Tank Manufacturing Industry
Metal Window Industry
Mopstick Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Open Paper Drinking Cup and Round Nesting Paper Container Industry
Ornamental Molding, Carving and Turning Industry
Package Medicine Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Paper Disc Milk Bottle Cap Industry
Paper Makers Felt Industry
Paper Stationery and Tablet Manufacturing Industry
Perfume, Cosmetic and Other Toilet Preparations Industry
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Picture Moulding and Picture Frame Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Powder Puff Industry
Precious Jewelry Producing Industry
Preserve, Maraschino Cherry and Glace Fruit Industry

SPECIFIC MACHINE HAZARDS, (Cont'd)

IN OILING, CLEANING OR WIPING MACHINERY OR SHAFTING IN MOTION, (Cont'd)

Print Roller and Print Block Manufacturing Industry
Printing Equipment Industry and Trade
Printing Ink Manufacturing Industry
Raw Peanut Milling Industry
Ready-Made Furniture Slip Covers Manufacturing Industry
Retail Monument Industry
Rolling Steel Door Manufacturing Industry
Safety Razor and Safety Razor Blade Manufacturing Industry
Sand-Lime Brick Industry
Sanitary Milk Bottle Closure Industry
Sanitary and Waterproof Specialties Manufacturing Industry
Scrap Iron and Steel Trade Industry
Secondary Aluminum Industry
Smelting and Refining of Secondary Metals into Brass and Bronze Alloys in Ingot Form, Industry Engaged in the
Smoking Pipe Manufacturing Industry
Soft Fibre Manufacturing Industry
Spice Grinding Industry
Steam Heating Equipment Manufacturing Industry
Surgical Dressings Industry
Tag Industry
Tapioca Dry Products Industry
Textile Machinery Manufacturing Industry
Textile Print Roller Engraving Industry
Toy and Playthings Industry
Trailer Manufacturing Industry
Trout Farming Industry in the Eastern Section
Unit Heater and/or Unit Ventilator Manufacturing Industry
Upholstery Spring and Accessories Manufacturing Industry
Used Textile Bag Industry
Vaccuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry
Venetian Blind Industry
Warm Air Furnace Manufacturing Industry
Warm Air Register Manufacturing Industry
Waterproof Paper Industry
Waxed Paper Industry
Wet Mop Manufacturing Industry
Wheat Flour Milling Industry
Wholesale Monumental Granite Industry
Wholesale Monumental Marble Industry
Witch Hazel Industry
Wood Cased Lead Pencil Manufacturing Industry
Wood Plug Industry
Wood Turning and Shaping Industries
Wooden Insulator Pin and Bracket Manufacturing Industry

SPECIFIC MACHINE HAZARDS,(Cont'd)

APPLYING BELTS TO PULLEYS IN MOTION OR ASSISTING THEREIN

Abrasive Grain Industry
Air Valve Industry
Alloy Casting Industry
American Match Industry
Band Instrument Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Bicycle Manufacturing Industry
Bobbin and Spool Industry
Broom Manufacturing Industry
Bulk Drinking Straw, Wrapped Drinking Straw, Wrapped Toothpick and Wrapped Manicure Stick Industry
Can Labeling and Can Casing Machinery Industry and Trade
Canning Industry (Fruit and Vegetable, but not Fish Canning)(*)
Canvas Stitched Belt Manufacturing Industry
Card Clothing Industry
Cast Iron Boiler and Cast Iron Radiator Industry
Cigar Manufacturing Industry
Clay Drain Tile Manufacturing Industry
Clay and Shale Roofing Tile Industry
Clay Machinery Industry
Coffee Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Cordage and Twine Industry
Corn Cob Pipe Industry
Cotton Cloth Glove Manufacturing Industry
Counter Type Ice-Cream Freezer Industry
Crushed Stone, Sand and Gravel, and Slag Industry
Curled Hair Manufacturing Industry
Cylinder Mould and Dandy Roll Industry
Dental Goods and Equipment Industry
Die Casting Manufacturing Industry
Dowel Pin Industry
Earthenware Manufacturing Industry
End Grain Strip Wood Block Industry
Envelope Industry
Excelsior and Excelsior Products Industry
Fan and Blower Industry
Feed Manufacturing Industry
Feldspar Industry
Flag Manufacturing Industry
Floor Machinery Industry
Floor and Wall Clay Tile Manufacturing Industry
Fluted Cup, Pan Liner and Lace Paper Industry
Folding Paper Box Industry
Foundry Supply Industry

(*) Worded slightly differently.

SPECIFIC MACHINE HAZARDS, (Cont'd)

APPLYING BELTS TO PULLEYS IN MOTION OR ASSISTING THEREIN, (Cont'd)

Fuller's Earth Producing and Marketing Industry
Garter, Suspender and Belt Manufacturing Industry
Glazed and Fancy Paper Industry
Gray Iron Foundry Industry
Gummed Label and Embossed Seal Industry
Gumming Industry
Hair Cloth Manufacturing Industry
Household Ice Refrigerator Industry
Ice Cream Cone Industry
Imported Date Packing Industry
Insecticide and Disinfectant Manufacturing Industry
Industrial Oil Burning Equipment Manufacturing Industry
Knitting, Braiding and Wire Covering Machine Industry
Ladder Manufacturing Industry
Macaroni Industry
Machined Waste Manufacturing Industry
Marine Auxiliary Machinery Industry
Marking Devices Industry
Medium and Low Priced Jewelry Manufacturing Industry
Metal Hat Die and Wood Hat Block Industry
Metal Hospital Furniture Manufacturing Industry
Metal Tank Manufacturing Industry
Metal Window Industry
Mopstick Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Oyster Paper Drinking Cup and Round Nesting Paper Container Industry
Ornamental Molding, Carving and Turning Industry
Package Medicine Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Paper Disc Milk Bottle Cap Industry
Paper Makers Felt Industry
Paper Stationery and Tablet Manufacturing Industry
Perfume, Cosmetic and Other Toilet Preparations Industry
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Picture Moulding and Picture Frame Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Powder Puff Industry
Precious Jewelry Producing Industry
Preserve, Maraschino Cherry and Glace Fruit Industry
Print Roller and Print Block Manufacturing Industry
Printing Equipment Industry and Trade
Printing Ink Manufacturing Industry
Raw Peanut Milling Industry
Ready-Made Furniture Slip Covers Manufacturing Industry
Retail Monument Industry

SPECIFIC MACHINE HAZARDS, (Cont'd)

APPLYING BELTS TO PULLEYS IN MOTION OR ASSISTING THEREIN, (Cont'd)

Rolling Steel Door Manufacturing Industry
Safety Razor and Safety Razor Blade Manufacturing Industry
Sand-Lime Brick Industry
Sanitary Milk Bottle Cleaning Industry
Sanitary and Waterproof Specialties Manufacturing Industry
Scrap Iron and Steel Trade Industry
Secondary Aluminum Industry
Smelting and Refining of Secondary Metals into Brass and Bronze Alloys in Ingot Form, Industry Engaged in the
Smoking Pipe Manufacturing Industry
Soft Fibre Manufacturing Industry
Spice Grinding Industry
Steam Heating Equipment Manufacturing Industry
Surgical Dressings Industry
Tag Industry
Tapioca Dry Products Industry
Textile Machinery Manufacturing Industry
Textile Print Roller Engraving Industry
Toy and Playthings Industry (*)
Trailer Manufacturing Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Upholstery Spring and Accessories Manufacturing Industry
Used Textile Bag Industry
Vaccuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry
Venetian Blind Industry
Warm Air Furnace Manufacturing Industry
Warm Air Register Manufacturing Industry
Waterproof Paper Industry
Waxed Paper Industry
Wet Mop Manufacturing Industry
Wheat Flour Milling Industry
Wholesale Monumental Granite Industry
Wholesale Monumental Marble Industry
Witch Hazel Industry
Wood Cased Lead Pencil Manufacturing Industry
Wood Plug Industry
Wood Turning and Shaping Industries
Wooden Insulator Pin and Bracket Manufacturing Industry

IN PROXIMITY TO ANY UNGUARDED BELT OR GEARING

Crushed Stone, Sand and Gravel, and Slag Industry
Floor and Wall Clay Tile Manufacturing Industry
Fuller's Earth Producing and Marketing Industry
Garter, Suspender and Belt Manufacturing Industry

(*) Worded slightly differently.

SPECIFIC MACHINE HAZARDS, (Cont'd)

IN PROXIMITY TO ANY UNGUARDED BELT OR GEARING, (Cont'd)

Wholesale Monumental Granite Industry
Wholesale Monumental Marble Industry

HEALTH HAZARDS — LEAD POISONING HAZARDS

In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form or at a temperature sufficient to vaporize lead.

All-Metal Insect Screen Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Clay Drain Tile Manufacturing Industry
Clay and Shale Roofing Tile Industry
Coin-Operated Machine Manufacturing Industry
Earthenware Manufacturing Industry
Fan and Blower Industry
Floor Machinery Industry
Foundry Supply Industry
Household Ice Refrigerator Industry
Insecticide and Disinfectant Manufacturing Industry (*)
Ladder Manufacturing Industry
Marking Devices Industry
Medium and Low Priced Jewelry Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Piano Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Precious Jewelry Producing Industry
Printing Equipment Industry and Trade
Printing Ink Manufacturing Industry (*)
Textile Machinery Manufacturing Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Wood Cased Lead Pencil Manufacturing Industry

Lead soldering work

All-Metal Insect Screen Industry
Band Instrument Manufacturing Industry
Beauty and Barber Shop Mechanical Equipment Manufacturing Industry
Bedding Manufacturing Industry
Can Labeling and Can Casing Machinery Industry and Trade
Cast Iron Boiler and Cast Iron Radiator Industry
Coffee Industry (*)
Coin-Operated Machine Manufacturing Industry
Fan and Blower Industry
Floor Machinery Industry
Household Ice Refrigerator Industry

 (*) Worded slightly differently.

HEALTH HAZARDS, (Cont'd)

LEAD POISONING HAZARDS (Cont'd)

Lead soldering work (Cont'd)

Marking Devices Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Organ Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry
Toy and Playthings Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vaccuum Cleaner Manufacturing Industry

Certain Occupations in Printing Shops (In melting operations in printing shops, Dry sweeping and cleaning in printing shops, Cleaning linotype plungers in printing shops, Blowing out type cases)

Fluted Cup, Liner and Lace Paper Industry
Folding Paper Box Industry
Gumming Industry
Paper Stationery and Tablet Manufacturing Industry
Tag Industry
Toy and Playthings Industry
Waterproof Paper Industry
Waxed Paper Industry

Miscellaneous Lead Hazards

Nonferrous Scrap Metal Trade (Breaking sorting battery plates)
Nonferrous Scrap Metal Trade (Burning battery boxes)
Metal Tank Manufacturing Industry (Lead burning)
All-metal Insect Screen Industry (Work involving handling metallic Lead)
Printing Ink Manufacturing Industry (Handling lead except in laboratories)

ALL WORK IN SPRAY PAINTING

Air Valve Industry
All-Metal Insect Screen Industry
Band Instrument Manufacturing Industry
Beauty and Barber Shop Mechanical Equipment Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry

HEALTH HAZARDS, (Cont'd)

ALL WORK IN SPRAY PAINTING, (Cont'd)

Bicycle Manufacturing Industry
Can Labeling and Can Casing Machinery Industry and Trade
Cast Iron Boiler and Cast Iron Radiator Industry
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Counter Type Ice-Cream Freezer Industry
Dental Goods and Equipment Industry
Fan and Blower Industry
Floor Machinery Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Industrial Safety Equipment Industry and Trade
Ladder Manufacturing Industry
Marine Auxiliary Machinery Industry
Marking Devices Industry
Metal Hospital Furniture Manufacturing Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Ornamental Molding, Carving and Turning Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Picture Moulding and Picture Frame Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Porcelain Breakfast Furniture Assembling Industry
Precious Jewelry Producing Industry
Printing Equipment Industry and Trade
Steam Heating Equipment Manufacturing Industry
Textile Machinery Manufacturing Industry
Toy and Playthings Industry
Trailer Manufacturing Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Upholstery Spring and Accessories Manufacturing Industry
Vaccuum Cleaner Manufacturing Industry
Warm Air Register Manufacturing Industry

Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin

Air Valve Industry
Band Instrument Manufacturing Industry
Beauty and Barber Shop Mechanical Equipment Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Can Labeling and Can Casing Machinery Industry and Trade

HEALTH HAZARDS, (Cont'd)

Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin

Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Fan and Blower Industry
Floor Machinery Industry
Household Ice Refrigerator Industry
Ladder Manufacturing Industry
Marking Devices Industry (*)
Medium and Low Priced Jewelry Manufacturing Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Ornamental Molding, Carving and Turning Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Picture Moulding and Picture Frame Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Precious Jewelry Producing Industry
Printing Equipment Industry and Trade
Steam Heating Equipment Manufacturing Industry
Textile Machinery Manufacturing Industry
Toy and Playthings Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vacuum Cleaner Manufacturing Industry
Wood Cased Lead Pencil Manufacturing Industry

Work involving excessive exposure to corrosive substances

Air Valve Industry
Beverage Dispensing Equipment Industry
Bicycle Manufacturing Industry
Can Labeling and Can Casing Machinery Industry and Trade
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Counter Type Ice-Cream Freezer Industry
Dental Goods and Equipment Industry
Floor Machinery Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Marine Auxiliary Machinery Industry
Marking Devices Industry
Medium and Low Priced Jewelry Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Open Paper Drinking Cup and Round Nesting Paper Container Industry
Packaging Machinery Industry and Trade

9791 (*) Worded slightly differently.

HEALTH HAZARDS, (Cont'd)

Work involving excessive exposure to corrosive substances, (Cont'd)

Paper Box Machinery Industry and Trade
Piano Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Precious Jewelry Producing Industry
Printing Equipment Industry and Trade
Steam Heating Equipment Manufacturing Industry
Trailer Manufacturing Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry

All work involving exposure to acid in connection with pickling of sheet plate

All-Metal Insect Screen Industry
Band Instrument Manufacturing Industry
Beverage Dispensing Equipment Industry
Can Labeling and Can Casing Machinery Industry and Trade
Cast Iron Boiler and Cast Iron Radiator Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Fan and Blower Industry
Floor Machinery Industry
Household Ice Refrigerator Industry
Manufacturing and Wholesale Surgical Industry
Marking Devices Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Organ Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vaccuum Cleaner Manufacturing Industry
Warm Air Furnace Manufacturing Industry

Processes where quartz or any other form of silicon dioxide or an asbestos silicote is present in powdered form.

23 Codes

FOUNDRY WORK

GENERAL HAZARDS

All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.

Air Valve Industry
Alloy Casting Industry
4 Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Can Labeling and Can Casing Machinery Industry and Trade
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Counter Type Ice-Cream Freezer Industry
Cylinder Mould and Dandy Roll Industry
Dental Goods and Equipment Industry
Die Casting Manufacturing Industry
Fan and Blower Industry
Floor Machinery Industry (*)
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Marine Auxiliary Machinery Industry
Metal Hat Die and Wood Hat Block Industry (*)
Metal Hospital Furniture Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Ornamental Molding, Carving and Turning Industry (*)
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Picture Moulding and Picture Frame Industry
Pipe Nipple Manufacturing Industry(*)
Pipe Organ Industry
Plumbing Fixtures Industry
Printing Equipment Industry and Trade
Steam Heating Equipment Manufacturing Industry
Textile Machinery Manufacturing Industry
Toy and Playthings Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vacuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry

In foundries (ferrous and nonferrous), all work in the foundry proper

Air Valve Industry
Alloy Casting Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Can Labeling and Can Casing Machinery Industry and Trade
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry

(*) Worded slightly differently.

GENERAL HAZARDS, (Cont'd)

FOUNDRY WORK (Cont'd)

In foundries (ferrous and nonferrous), all work in the foundry proper (Cont'd)

Counter Type Ice-Cream Freezer Industry
Cylinder Mould and Dandy Roll Industry
Dental Goods and Equipment Industry
Die Casting Manufacturing Industry
Fan and Blower Industry
Floor Machinery Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Marine Auxiliary Machinery Industry
Metal Hat Die and Wood Hat Block Industry
Metal Hospital Furniture Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Pipe Organ Industry
Plumbing Fixtures Industry
Printing Equipment Industry and Trade
Secondary Aluminium Industry
Steam Heating Equipment Manufacturing Industry
Textile Machinery Manufacturing Industry
Toy and Playthings Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vaccuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry
Warm Air Register Manufacturing Industry

In malleable foundries, operations involving handling of heated castings, etc. in connection with annealing work

Air Valve Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Can Labeling and Can Casing Machinery Industry and Trade
Cast Iron Boiler and Cast Iron Radiator Industry
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Counter Type Ice-Cream Freezer Industry
Cylinder Mould and Dandy Roll Industry
Dental Goods and Equipment Industry
Fan and Blower Industry
Floor Machinery Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Marine Auxiliary Machinery Industry

GENERAL HAZARDS,(Cont'd)

FOUNDRY WORK (Cont'd)

In malleable foundries, operations involving handling of heated castings, etc. in connection with annealing work

Metal Hospital Furniture Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Plumbing Fixtures Industry
Printing Equipment Industry and Trade
Steam Heating Equipment Manufacturing Industry
Textile Machinery Manufacturing Industry
Toy and Playthings Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vaccuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry
Warm Air Furnace Manufacturing Industry

All cleaning or grinding operations in foundries

Air Valve Industry
All-Metal Insect Screen Industry
Alloy Casting Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Can Labeling and Can Casing Machinery Industry and Trade
Cast Iron Boiler and Cast Iron Radiator Industry
Coin-Operated Machine Manufacturing Industry
Cylinder Mould and Dandy Roll Industry
Die Casting Manufacturing Industry
Feldspar Industry (*)
Floor Machinery Industry
Household Ice Refrigerator Industry
Marine Auxiliary Machinery Industry
Metal Hat Die and Wood Hat Block Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Printing Equipment Industry and Trade
Secondary Aluminum Industry
Steam Heating Equipment Manufacturing Industry
Textile Machinery Manufacturing Industry

(*) Worded slightly differently.

GENERAL HAZARDS, (Cont'd)

FOUNDRY WORK (Cont'd)

All cleaning or grinding operations in foundries, (Cont'd)

Toy and Plaything Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vacuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry
Warm Air Furnace Manufacturing Industry

Moulding work, core making or other processes where such work exposes them to the hazards of melted metal, or lead or zinc fumes, either directly or indirectly

All-Metal Insect Screen Industry
Cast Iron Boiler and Cast Iron Radiator Industry
Piano Manufacturing Industry
Pipe Nipple Manufacturing Industry
Warm Air Furnace Manufacturing Industry

All chipping and grinding operations in foundries

7 Industries

IN THE CARE, CUSTODY, OPERATION OF REPAIR OF ELEVATORS, CRANES, DERRICKS, OR OTHER HOISTING APPARATUS, EXCEPT IN THE OPERATION OF (a) DUMBWAITERS AS DEFINED BY THE AMERICAN STANDARDS ASSOCIATION, OR (b) ELEVATORS EQUIPPED ONLY FOR AUTOMATIC OPERATION

Abrasive Grain Industry
Air Valve Industry
Alloy Casting Industry
American Match Industry
Animal Soft Hair Industry
Band Instrument Manufacturing Industry
Batting and Padding Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Bicycle Manufacturing Industry
Bobbin and Spool Industry
Broom Manufacturing Industry
Brush Manufacturing Industry
Bulk Drinking Straw, Wrapped Drinking Straw, Wrapped Toothpick and Wrapped Manicure Stick Industry
Can Labeling and Can Closing Machinery Industry and Trade

GENERAL HAZARDS (Cont'd)

All chipping and grinding operations in foundries (Cont'd)

Canning Industry (Fruit and Vegetable, but not Fish Canning)
Canvas Stitched Belt Manufacturing Industry
Card Clothing Industry
Cast Iron Boiler and Cast Iron Radiator Industry
Cigar Manufacturing Industry
Clay Drain Tile Manufacturing Industry
Clay Machinery Industry
Clay and Shale Roofing Tile Industry
Coffee Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Cordage and Twine Industry
Corn Cob Pipe Industry
Cotton Cloth Glove Manufacturing Industry
Cotton Rag Trade
Counter Type Ice-Cream Freezer Industry
Curled Hair Manufacturing Industry
Cylinder Mould and Dandy Roll Industry
Domestic Freight Forwarding Industry
Dowel Pin Industry
Earthenware Manufacturing Industry
End Grain Strip Wood Block Industry
Envelope Industry
Excelsior and Excelsior Products Industry
Fan and Blower Industry
Feed Manufacturing Industry
Flag Manufacturing Industry
Floor Machinery Industry
Fluted Cup, Pan Liner and Lace Paper Industry
Folding Paper Box Industry
Foundry Supply Industry
Glazed and Fancy Paper Industry
Gray Iron Foundry Industry
Gummed Label and Embossed Seal Industry
Gumming Industry
Hair Cloth Manufacturing Industry
Household Ice Refrigerator Industry
Ice Cream Cone Industry
Imported Date Packing Industry
Importing Trade
Insecticide and Disinfectant Manufacturing Industry
Industrial Oil Burning Equipment Manufacturing Industry
Industrial Safety Equipment Industry and Trade
Ladder Manufacturing Industry
Linseed Oil Manufacturing Industry*
Macaroni Industry
Machined Waste Manufacturing Industry
Manufacturing and Wholesale Surgical Industry *
Marine Auxiliary Machinery Industry
Marking Devices Industry
Medium and Low Priced Jewelry Manufacturing Industry

(*) Worded slightly differently.

GENERAL HAZARDS (Cont'd)

All chipping and grinding operations in foundries (Cont'd)

Merchant and Custom Tailoring Industry
Metal Hat Die and Wood Hat Block Industry
Metal Hospital Furniture Manufacturing Industry
Metal Tank Manufacturing Industry
Metal Window Industry
Mopstick Industry
Musical Merchandise Manufacturing Industry
Nonferrous Scrap Metal Trade
Nonferrous and Steel Convector Manufacturing Industry
Open Paper Drinking Cup and Round Nesting Paper Container Industry
Ornamental Molding, Carving and Turning Industry
Packaging Machinery Industry and Trade
Paper Disc Milk Bottle Cap Industry
Paper Makers Felt Industry
Paper Stationery and Tablet Manufacturing Industry
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Picture Moulding and Picture Frame Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Porcelain Breakfast Furniture Assembling Industry
Powder Puff Industry
Precious Jewelry Producing Industry
Preserve, Maraschino Cherry and Glace Fruit Industry
Print Roller and Print Block Manufacturing Industry
Printing Equipment Industry and Trade
Printing Ink Manufacturing Industry
Raw Peanut Milling Industry
Ready-Made Furniture Slip Covers Manufacturing Industry
Real Estate Brokerage Industry
Rock and Slag Wool Manufacturing Industry
Rolling Steel Door Manufacturing Industry
Safety Razor and Safety Razor Blade Manufacturing Industry
Sand-Lime Industry
Sanitary Milk Bottle Closure Industry
Sanitary and Waterproof Specialities Manufacturing Industry
Scrap Iron and Steel Trade Industry
Scrap Rubber Trade
Secondary Aluminum Industry
Smelting and Refining of Secondary Metals into Brass and Bronze Alloys in Ingot Form, Industry Engaged in the
Smoking Pipe Manufacturing Industry
Soft Fibre Manufacturing Industry
Spice Grinding Industry
Steam Heating Equipment Manufacturing Industry
Surgical Dressings Industry
Tag Industry
Tapioca Dry Products Industry
Textile Machinery Manufacturing Industry
Textile Print Roller Engraving Industry

GENERAL HAZARDS (Cont'd)

All chipping and grinding operations in foundries (Cont'd)

Toy and Playthings Industry
Trucking Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Upholstery Spring and Accessories Manufacturing Industry
Used Textile Bag Industry
Used Textile Machinery and Accessories Distributing Trade
Vacuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry
Venetian Blind Industry
Warm Air Furnace Manufacturing Industry
Warm Air Register Manufacturing Industry
Waste Paper Industry
Waterproof Paper Industry
Waxed Paper Industry
Wet Mop Manufacturing Industry
Wholesale Monumental Granite Industry *
Wholesale Monumental Marble Industry *
Wholesale Tobacco Industry
Witch Hazel Industry
Wood Cased Lead Pencil Manufacturing Industry
Wood Heel Industry
Wood Plug Industry
Wood Turning and Shaping Industries
Wooden Insulator Pin and Bracket Manufacturing Industry

In, or assisting in, the operation of gas, oil, or steam engines or other prime movers

Abrasive Grain Industry
Air Valve Industry
Alloy Casting Industry
American Match Industry
Animal Soft Hair Industry
Band Instrument Manufacturing Industry
Batting and Padding Industry
Beauty and Barber Shop Mechanical Equipment Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Bicycle Manufacturing Industry
Bobbin and Spool Industry
Broom Manufacturing Industry
Brush Manufacturing Industry
Bulk Drinking Straw, Wrapped Drinking Straw, Wrapped Toothpick and Wrapped Manicure Stick Industry
Can Labeling and Can Casing Machinery Industry and Trade
Canvas Stitched Belt Manufacturing Industry

9791 (*) Worded slightly differently.

GENERAL HAZARDS (Cont'd)

In, or assisting in, the operation of gas, oil, or steam engines or other prime movers (Cont'd)

Card Clothing Industry
Cast Iron Boiler and Cast Iron Radiator Industry
Cigar Manufacturing Industry *
Clay Drain Tile Manufacturing Industry
Clay Machinery Industry
Clay and Shale Roofing Tile Industry
Coffee Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Cordage and Twine Industry
Corn Cob Pipe Industry
Cotton Cloth Glove Manufacturing Industry
Counter Type Ice-Cream Freezer Industry
Curled Hair Manufacturing Industry
Cylinder Mould and Dandy Roll Industry
Dental Goods and Equipment Industry
Die Casting Manufacturing Industry
Dowel Pin Industry
Earthenware Manufacturing Industry
End Grain Strip Wood Block Industry
Envelope Industry
Fan and Blower Industry
Feed Manufacturing Industry
Flag Manufacturing Industry
Floor Machinery Industry
Fluted Cup, Pan Liner and Lace Paper Industry
Folding Paper Box Industry
Foundry Supply Industry
Glazed and Fancy Paper Industry
Gummed Label and Embossed Seal Industry
Gumming Industry
Hair Cloth Manufacturing Industry
Household Ice Refrigerator Industry
Ice Cream Cone Industry
Imported Date Packing Industry
Insecticide and Disinfectant Manufacturing Industry
Industrial Oil Burning Equipment Manufacturing Industry
Industrial Safety Equipment Industry and Trade
Ladder Manufacturing Industry
Macaroni Industry
Machined Waste Manufacturing Industry
Marine Auxiliary Machinery Industry
Marking Devices Industry
Medium and Low Priced Jewelry Manufacturing Industry
Metal Hat Die and Wood Hat Block Industry
Metal Hospital Furniture Manufacturing Industry
Metal Window Industry
Mopstick Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry

GENERAL HAZARDS (Cont'd)

In, or assisting in, the operation of gas, oil, or steam engines or other prime movers (Cont'd)

Open Paper Drinking Cup and Round Nesting Paper Container Industry
Ornamental Molding, Carving and Turning Industry
Package Medicine Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Paper Disc Milk Bottle Cap Industry
Paper Stationery and Tablet Manufacturing Industry
Perfume, Cosmetic and Other Toilet Preparations Industry
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Picture Moulding and Picture Frame Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Powder Puff Industry
Precious Jewelry Producing Industry
Preserve, Maraschino Cherry and Glace Fruit Industry
Print Roller and Print Block Manufacturing Industry
Printing Equipment Industry and Trade
Printing Ink Manufacturing Industry
Raw Peanut Milling Industry
Ready-Made Furniture Slip Covers Manufacturing Industry
Real Estate Brokerage Industry
Rock and Slag Wool Manufacturing Industry
Rolling Steel Door Manufacturing Industry
Safety Razor and Safety Razor Blade Manufacturing Industry
Sanitary Milk Bottle Closure Industry
Sanitary and Waterproof Specialties Manufacturing Industry
Scrap Iron and Steel Trade Industry
Secondary Aluminum Industry
Smelting and Refining of Secondary Metals ingot Brass and Bronze Alloys in Ingot Form, Industry Engaged in the
Smoking Pipe Manufacturing Industry
Soft Fibre Manufacturing Industry
Spice Grinding Industry
Steam Heating Equipment Manufacturing Industry
Surgical Dressings Industry
Tag Industry
Tapioca Dry Products Industry
Textile Machinery Manufacturing Industry
Textile Print Roller Engraving Industry
Toy and Playthings Industry
Trout Farming Industry in the Eastern Section
Unit Heater and/or Unit Ventilator Manufacturing Industry
Upholstery Spring and Accessories Manufacturing Industry
Used Textile Bag Industry
Vacuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry
Venetian Blind Industry
Warm Air Register Manufacturing Industry

GENERAL HAZARDS (Cont'd)

In, or assisting in, the operation of gas, oil, or steam engines or other prime movers. (Cont'd)

Waterproof Paper Industry
Waxed Paper Industry
Wet Hop Manufacturing Industry
Wheat Flour Milling Industry
Wholesale Monumental Granite Industry
Wholesale Monumental Marble Industry
Witch Hazel Industry
Wood Cased Lead Pencil Manufacturing Industry
Wood Heel Industry
Wood Plug Industry
Wood Turning and Shaping Industries
Wooden Insulator Pin and Bracket Manufacturing Industry

Firing of steam or water boilers (except boilers not more than 15 pounds pressure used solely for heating purposes.

Abrasive grain industry
Air valve industry
Alloy casting industry
American match industry
Animal soft hair industry
Band instrument manufacturing industry
Batting and padding industry
Beauty and barber shop mechanical equipment manufacturing industry
Bedding manufacturing industry
Beverage dispensing equipment industry
Bicycle Manufacturing industry
Bobbin and spool industry
Broom manufacturing industry
Brush manufacturing industry
Bulk drinking straw, wrapped drinking straw, wrapped toothpick and wrapped manicure stick industry
Can labeling and can casing machinery industry and trade
Canvas stitched belt manufacturing industry
Card clothing industry
Cast iron boiler and cast iron radiator industry
Cigar manufacturing industry
Clay drain tile manufacturing industry
Clay machinery industry
Clay and shale roofing tile industry
Coffee industry
Coin-operated machine manufacturing industry
Commercial refrigerator manufacturing industry
Cordage and twine industry
Corn cob pipe industry
Cotton cloth glove manufacturing industry
Counter type ice cream freezer industry
Curled hair manufacturing industry

GENERAL HAZARDS (Cont'd)

Firing of steam or water boilers (except boilers not more than 15 pounds pressure used solely for heating purposes. (Cont'd)

Cylinder mould and dandy roll industry
Dowel pin industry
Earthenware manufacturing industry
End grain strip wood block industry
Envelope industry
Excelsior and excelsior products industry
Fan and blower industry
Feed manufacturing industry
Flag manufacturing industry
Floor machinery industry
Fluted cup, pan liner and lace paper industry
Folding paper box industry
Foundry supply industry
Glazed and fancy paper industry
Gray iron foundry industry
Gummed label and embossed seal industry
Gumming industry
Hair cloth manufacturing industry
Household ice refrigerator industry
Ice cream cone industry
Imported date packing industry
Insecticide and disinfectant manufacturing industry
Industrial Oil burning equipment manufacturing industry
Industrial safety equipment industry and trade
Ladder manufacturing industry
Machined waste manufacturing industry
Marine auxiliary machinery industry
Marking devices industry
Medium and low priced jewelry manufacturing industry
Merchant and custom tailoring industry
Metal hat die and wood hat block industry
Metal hospital furniture manufacturing industry
Metal tank manufacturing industry
Metal window industry
Mopstick industry
Musical merchandise manufacturing industry
Nonferrous and steel convector manufacturing industry
Open paper drinking cup and round nesting paper container industry
Ornamental molding, carving and turning industry
Package medicine industry
Packaging machinery industry and trade
Paper box machinery industry and trade
Paper disc milk bottle cap industry
Paper stationery and tablet manufacturing industry
Perfume, cosmetic and other toilet preparations industry
Petroleum equipment industry and trade
Piano manufacturing industry
Picture moulding and picture frame industry
Pipe organ industry

GENERAL HAZARDS (Cont'd)

Firing of steam or water boilers (except boilers not more than 15 pounds pressure used solely for heating purposes (Cont'd)

Plumbing fixtures industry
Porcelain breakfast furniture assembling industry
Powder puff industry
Precious jewelry producing industry
Preserve, maraschino cherry and glace fruit industry
Print roller and print block manufacturing industry
Printing equipment industry and trade
Printing ink manufacturing industry
Raw peanut milling industry
Ready-made furniture slip covers manufacturing industry
Real estate brokerage industry
Rock and slag wool manufacturing industry
Rolling steel door manufacturing industry
Safety razor and safety razor blade manufacturing industry
Sanitary milk bottle closure industry
Sanitary and waterproof specialties manufacturing industry
Scrap iron and steel trade industry
Smoking pipe manufacturing industry
Soft fibre manufacturing industry
Spice grinding industry
Steam heating equipment manufacturing industry
Surgical dressings industry
Tag industry
Tapioca dry products industry
Textile machinery manufacturing industry
Textile print roller engraving industry
Unit heater and/or unit ventilator manufacturing industry
Upholstery spring and accessories manufacturing industry
Used textile bag industry
Vacuum cleaner manufacturing industry
Valves and fittings manufacturing industry
Venetian blind industry
Warm air furnace manufacturing industry
Warm air register manufacturing industry
Waterproof paper industry
Waxed paper industry
Wet mop manufacturing industry
Wheat flour milling industry
Wholesale monumental granite industry
Wholesale monumental marble industry
Witch hazel industry
Wood cased lead pencil manufacturing industry
Wood heel industry
Wood plug industry
Wood turning and shaping industries
Wooden insulator pin and bracket manufacturing industry
Wool felt manufacturing industry.

GENERAL HAZARDS (Cont'd)

As drivers or assistants to drivers of motor vehicles, or as helpers or delivery boys on motor vehicles.

A total of 143 of the 166 industries adopted this clause though some of them omitted the prohibition of boys as helpers or delivery boys.

Switching and Work On and About Railroad Equipment

Clay Drain Tile Manufacturing Industry
Crushed Stone, Sand and Gravel, and Slag Industry
Earthenware Manufacturing Industry
Fuller's Earth Producing and Marketing Industry
Importing Trade
Ready-Mixed Concrete Industry
Wholesale Monumental Granite Industry
Wholesale Monumental Marble Industry
Wholesale Tobacco Industry

In the Cutting or Welding of Metals By Gas or Electricity

Air Valve Industry
All-Metal Insect Screen Industry
Band Instrument Manufacturing Industry
Beauty and Barber Shop Mechanical Equipment Manufacturing Industry
Bedding Manufacturing Industry
Beverage Dispensing Equipment Industry
Bicycle Manufacturing Industry
Brush Manufacturing Industry
Can Labeling and Can Casing Machinery Industry and Trade
Cast Iron Boiler and Cast Iron Radiator Industry
Clay Machinery Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Counter Type Ice-Cream Freezer Industry
Cylinder Mould and Dandy Roll Industry
Floor Machinery Industry
Household Ice Refrigerator Industry
Industrial Oil Burning Equipment Manufacturing Industry
Industrial Safety Equipment Industry and Trade
Ladder Manufacturing Industry
Manufacturing and Wholesale Surgical Industry
Marine Auxiliary Machinery Industry
Medium and Low Priced Jewelry Manufacturing Industry
Metal Hat Die and Wood Hat Block Industry
Metal Hospital Furniture Manufacturing Industry
Metal Window Industry
Metal Tank Manufacturing Industry
Musical Merchandise Manufacturing Industry
Nonferrous and Steel Convector Manufacturing Industry
Package Medicine Industry
Paper Box Machinery Industry and Trade

GENERAL HAZARDS (Cont'd)

In the Cutting or Welding of Metals By Gas or Electricity (Cont'd)

Perfume, Cosmetic and Other Toilet Preparations Industry
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Nipple Manufacturing Industry
Pipe Organ Industry
Plumbing Fixtures Industry
Precious Jewelry Producing Industry
Print Roller and Print Block Manufacturing Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry
Steam Heating Equipment Manufacturing Industry
Top and Playthings Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Upholstery Spring and Accessories Manufacturing Industry *
Vacuum Cleaner Manufacturing Industry
Valves and Fittings Manufacturing Industry
Warm Air Furnace Manufacturing Industry
Warm Air Register Manufacturing Industry
Wheat Flour Milling Industry

In or In Connection With Hot Galvanizing or Tinning Processes

Air Valve Industry
All-Metal Insect Screen Industry
Bedding Manufacturing Industry
Can Labeling and Can Casing Machinery Industry and Trade
Beverage Dispensing Equipment Industry
Cast Iron Boiler and Cast Iron Radiator Industry
Coin-Operated Machine Manufacturing Industry
Commercial Refrigerator Manufacturing Industry
Counter Type Ice-Cream Freezer Industry
Fan and Blower Industry
Floor Machinery Industry
Household Ice Refrigerator Industry
Industrial Safety Equipment Industry and Trade
Ladder Manufacturing Industry
Marine Auxiliary Machinery Industry
Medium and Low Priced Jewelry Manufacturing Industry
Metal Hat Die and Wood Hat Block Industry
Metal Tank Manufacturing Industry
Metal Window Industry
Nonferrous and Steel Convector Manufacturing Industry
Packaging Machinery Industry and Trade
Paper Box Machinery Industry and Trade
Petroleum Equipment Industry and Trade
Piano Manufacturing Industry
Pipe Nipple Manufacturing Industry

9791 (*) Worded slightly differently.

GENERAL HAZARDS (Cont'd)

In or In Connection With Hot Galvanizing or Tinning Processes (Cont'd)

Pipe Organ Industry
Plumbing Fixtures Industry
Precious Jewelry Producing Industry
Printing Equipment Industry and Trade
Rolling Steel Door Manufacturing Industry
Steam Heating Equipment Manufacturing Industry
Toy and Playthings Industry
Unit Heater and/or Unit Ventilator Manufacturing Industry
Vacuum Cleaner Manufacturing Industry
Warm Air Furnace Manufacturing Industry

APPENDIX G (2)

List of Hazardous Occupations Unsuitable for Minors:

NOTE: The N.R.A. Codes of Fair Competition for the industries listed below established a minimum age of 16 for any employment in the industry, and of 18 years, and 21 years, at operations or occupations hazardous in nature or detrimental to health. The code required the authority to submit a list of such occupations, and pursuant to this provision the occupations listed below were approved by the divisions administrator as hazardous in nature or detrimental to health for minors 18 or 21, as the case might be, at which said minors shall be employed.

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EXHIBIT 1

BEDDING MANUFACTURING INDUSTRY

I. . Occupations involving general hazards

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes.)
5. In foundries, all work in the foundry proper.
6. All cleaning or grinding operation in foundries.
7. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
8. All work in foundries involving exposure to molten lead or any molten lead alloy, or to dust of lead or of any lead alloy.
9. In the cutting or welding of metals by gas or electricity.
10. In or in connection with hot galvanizing or tinning processes.
11. Furnace operators for preheating metals.

II. . Occupations involving specific mechanical hazards -machine work (prohibition to apply to operating, assisting in operating or taking material from the following machines)

12. Work on picker machines.
13. All garnett department operators, including opening machines.
14. Grinding, abrasive, polishing or buffing wheels provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
15. Metal-cutting machines having a guillotine action.
16. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
17. Power-driven metal planing machines.
18. Circular saws used in the cutting of metals.
19. All automatic cut-off saws.
20. Wire stitching machinery.
21. Wire straightening machines, on wire heavier than No.11 gauge.
22. Power shears of all kinds.
23. All types of punch presses.

24. Die-setting on wire crimping machines.
25. Operation of wood planers or other power-driven woodworking machinery, or work as off-bearer.
26. Ripsaw Operators.
27. Band sawing and cut-off machines.
28. Machinery used in the cold rolling of heavy metal stock.
29. Boring mills.
30. Dip machine operators,
31. Routing machines.
32. Beating machines and hand beating.
33. In oiling, cleaning or wiping machinery or shafting in motion.
34. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

35. In the handling of unsterilized animal hair.
36. All spray booth operations.
37. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form or at a temperature sufficient to vaporize lead.
38. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
39. Removal of finishes by acids, alkali or thinners.
40. In heavy lifting (weight limited to 40 pounds for a single person).

EXHIBIT 2.

ABRASIVE GRAIN INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles, or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (a) dumbwaiters as defined by the American Standards Association, or (b) of elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards --machine work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

5. Machinery having a heavy rolling or crushing action.
6. Roller mixers, pug mills, putty chasers or forming machinery of the pressure type.
7. In oiling, cleaning or wiping machinery or shafting in motion.
8. Applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

9. In processes where quartz or any other forms of silicon dioxide or an asbestos silicate is present in powdered form.

EXHIBIT 3

AIR TRANSPORT INDUSTRY

1. Occupations of pilot, co-pilot; and stewardess.
2. Operation of ground servicing.

EXHIBIT 4

AIR VALVE INDUSTRY

I. Occupations involving general hazards

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
5. In foundries (ferrous and nonferrous), all work in the foundry proper.
6. All cleaning or grinding operations in foundries.
7. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
8. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
9. In the cutting or welding of metals by gas or electricity.
10. In or in connection with hot galvanizing or tinning processes.

II. Occupations involving specific mechanical hazards -machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

11. Grinding, abrasive, polishing, or buffing wheels, provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
12. Metal-cutting machines having a guillotine action.
13. Machinery used in the cold rolling of heavy metal stock.
14. Metal plate bending machines handling material of more than 0.2145 inch in thickness.

15. Power-driven metal planing machines.
16. Circular saws used in the cutting of metals.
17. Boring mills.
18. Power shears of all kinds.
19. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.*

20. In oiling, cleaning or wiping machinery or shafting in motion.
21. In applying belts to pulleys in motion or assisting therein.

III Occupations involving health hazards

22. All work in spray painting.
23. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
24. Work involving exposure to chromic acids, chromates, or bichromates.
25. Work involving excessive exposure to corrosive substances.

* Apprentices shall be defined as "those who are regularly indentured under contract to the industry for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 5

ALL-METAL INSECT SCREEN INDUSTRY

I. Occupations involving general hazards

1. In the cutting or welding of metals by gas or electricity.
2. In or in connection with hot galvanizing or tinning processes.
3. Moulding work, core making or other processes where such work exposes them to the hazards of melted metal, or lead or zinc fumes, either directly or indirectly.
4. All cleaning or grinding operations.
5. All work which involves the handling of metallic lead.
6. In the outside installation of screens when work must be carried on 10 feet above grade (the level of an adjoining flat roof may be taken as grade).

II. Occupations involving specific mechanical hazards -machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines)

7. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
8. Metal cutting machines having a guillotine action.
9. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
10. Power-driven metal planing machines.
11. Circular saws used in the cutting of metals.
12. Wire stitching machinery.
13. Machinery having a heavy rolling or crushing action.
14. Machinery used in the cold rolling of heavy metal stock.
15. Boring mills.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

III Occupations involving health hazards

16. Lead soldering work.
17. All work involving exposure to acid in connection with pickling of sheet plate.
18. All work in spray painting.
19. In all processes where substance containing lead or its compounds are used.
20. In processes where materials producing a silicosis hazard are present.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation, or industry, and who receive educational training in an organized educational institution during a portion of their working time.

EXHIBIT 6

ALLOY CASTING INDUSTRY

I. Occupations involving specific mechanical hazards--machine work.
(Prohibitions to apply to operating, assisting in operating, or taking material from the following machines).

1. Grinding, abrasive, polishing, or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Machinery used in the cold rolling of heavy metal stock.
4. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
5. Power-driven metal planing machines.
6. Circular saws used in the cutting of metals .
7. Boring mills.
8. Power shears of all kinds.
9. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

Exception--Apprentices--Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

10. In oiling, cleaning or wiping machinery or shafting in motion.
11. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving general hazards

12. In non-ferrous foundries, all work in the foundry proper.
13. All cleaning or grinding operations in foundries.
14. All work in foundries involving exposure to molten lead or any molten lead alloy, or to dust of lead or of any lead alloy.
15. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
16. In or assisting in the operation of gas, oil or steam engines or other prime movers.
17. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped

only for automatic operation.

18. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

III. Occupations involving health hazards

19. Work involving exposure to chromic acids, chromates or bichromates.
20. Work involving exposure to dangerous fumes.

EXHIBIT 7

AMERICAN MATCH INDUSTRY

I. Occupations involving general hazards

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (a) dumbwaiters as defined by the American Standards Association, or (b) elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

II. Occupations involving specific mechanical hazards--machine work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

5. Operation of power-driven woodworking machinery, or work as offbearers.

Where match boxes are manufactured:

6. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods if the clearance between the ram and the die of the stripper exceeds one-fourth inch.
7. Paper-cutting machines having a guillotine action.
8. Creasers, slitters, or crimping, printing or graining rolls which are not guarded at the point of operation.
9. Corner-staying, corner-cutting, or ending machines used in the paper-box industry if the opening to meet the plunger exceeds one-fourth inch.

Exception: Such corner-staying machines equipped with an automatic device that will instantly stop the downward motion of the plunger should the finger of the operator come between the plunger and the anvil..

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

10. In oiling, cleaning or wiping machinery or shafting in motion.
11. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards.

12. All occupations which involve exposure to white or yellow phosphorus.
13. In the use of dangerous dyes.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 8

ANIMAL SOFT HAIR INDUSTRY

The Code of Fair Competition for the Animal Soft Hair Industry established a minimum age of 16 for any employment in the industry, and of 18 at operations or occupations hazardous in nature or detrimental to health. Pursuant to this provision the occupations listed below have been designated as hazardous in nature or detrimental to health for minors under 18 at which no minor under 18 shall be employed:

I. Every occupation involving the handling of hair in productive processes.

1. Separating all hair from the furs or skins.
2. Disinfecting the hair.
3. Sorting, classifying and matching of hair.
4. Cutting of all hair to certain sizes.
5. Combing of all hair whether by machinery or by hand.

6. Washing and bleaching of hair.
7. Tying hair up in bundles and packing hair.

II. General hazards

8. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
9. In the operation or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
10. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
11. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

EXHIBIT 9

ART NEEDLEWORK INDUSTRY

No. 335

(Ref. - Code History)

" D. Other Labor Provisions:

1. Child Labor: Section 1 of Article V of the Art Needlework Code prohibits persons under 16 years of age being employed in the Industry, and further states that no person under 18 years of age shall be employed at operations or occupations hazardous in nature or detrimental to the health. The Code Authority has followed the provisions of this section and has complied with the latter part of this section in submitting a list of hazardous occupations which was approved by the N. R. A. on July 20, 1934. (*)

The only occupations which it appears desirable, so far as we know the Industry, to prohibit for minors under 18, are those common to most manufacturing industries:

(*) Approved by letter of Division Administrator. No order issued. Only reference available: Division Administrator's files. No order issued. (P. 27a).

1. As drivers or assistants to drivers of motor vehicles, or as helpers or delivery boys on motor vehicles.

2. In, or assisting in, the operation of gas, oil or steam engines or other prime movers.

3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumb-waiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

4. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

If the Industry includes the processing of yarns, the following should be prohibited.

5. Work on openers, pickers, (lappers) or cards used in the textile industry.

Also:

6. Cloth Slitters, if used in any branch of the Industry.

EXHIBIT 10

AUTOMOTIVE CHEMICAL SPECIALTIES MANUFACTURING INDUSTRY

I. Mechanical and Health Risks

1. In oiling, cleaning or wiping machinery or shafting in motion.
2. In applying belts to pulleys in motion or assisting therein.
3. In occupations involving exposure to fros silica dust, asbestos dust, or other dusts in injurious quantities.
4. In occupations involving exposure to the following substances if present in industry:
   - (a) Nitro and amido derivatives of benzol or taluel
   - (b) Arsenic or its compounds
   - (c) Benzol
   - (d) Carbon Bisulphide
   - (e) Chlorine
   - (f) Creosote
   - (g) Hydrofluoric acid or its compounds
   - (h) Hydrocyanic acid or its compounds
   - (i) Hydrogen sulphide

(j) Lead or its compounds
(k) Mercury or its compounds
(l) Mesothorium or its radioactive derivatives
(m) Nitrous gases
(n) White or yellow phosphorus
(o) Radium or its radioactive derivatives
(p) Tetrachlorethane
and (q) Other substances having similar injurious properties.

5. In occupations involving excessive exposure to the following substances if present in industry:
(a) Antimony or its compounds
(b) Carbon dioxide
(c) Carbon monoxide
(d) Carbon tetrachloride
(e) Chromic acids, chromates, or bichromates
(f) Corrosive substances
(g) Methanol
(h) Petroleum or its low-boiling distillates such as gasoline, naphtha, or benzine
(i) Tar
(j) Trichlorethylene
(k) Turpentine
and (l) Other substances having similar injurious properties

II. General Outside and Maintenance Hazards

6. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles
7. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers
8. In the operation, custody, or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation
9. Firing of steam or water boilers (except boilers of not more than (15) pounds pressure used solely for heating purposes).
10. Lifting of heavy weights (50 lbs. maximum).

EXHIBIT 11

BAND INSTRUMENT MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. As drivers, or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
5. In the cutting or welding of metals by gas or electricity.

II. Occupations involving specific mechanical hazards - machine work.

6. Grinding, abrasive, polishing, or buffing wheels.
7. Metal-cutting machines having a guillotine action.
8. Machinery used in the cold rolling of heavy metal stock
9. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
10. Power-driven metal planing machines.
11. Circular saws used in the cutting of metals.
12. Boring Mills.
13. Power shears of all kinds.
14. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
15. Wire stitching machinery.
16. Machinery having a heavy rolling or crushing action.
17. Molding, splitting, rolling, perforating, stamping, dieing-out, embossing, burnishing, clicking, skiving, stripping or buffing machines ured in the leather industry.
18. All occupations carried on in connection with power-driven wood working machinery.
19. In oiling, cleaning or wiping machinery or shafting in motion.
20. In applying belts to pulley in motion or assisting therein.

III. Occupations involving health hazards

21. Lead soldering work.
22. All work involving exposure to acid in connection with pickling of sheet plate.
23. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
24. In the use of dangerous dyestuffs.
25. All work in spray painting.

EXHIBIT 12.

BATTING AND PADDING INDUSTRY

I. Occupations involving mechanical hazards --machine work. (Prohibition to apply to operating and assisting in operating or taking materials from the following machines:)

1. Power shears of all kinds.
2. Garnett machines.
3. Stuffing machines.
4. Opener, pickers, or cards (Same as used in the Textile Industry).
5. Cutting operations.

II. General hazards

6. In oiling, cleaning or wiping machinery or shafting in motion.
7. In applying belts to pulleys in motion or assisting therein.
8. As drivers of trucks or other motor vehicles or as helpers or delivery boys on same.
9. In custody, operation or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation,
10. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
11. In or assisting in the operation of gas, oil, or steam engines used as prime movers.

EXHIBIT 13.

BEAUTY AND BARBER SHOP MECHANICAL EQUIPMENT MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. In the cutting or welding of metals by gas or electricity.
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.

II. Occupations involving specific mechanical hazards--machine work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

5. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
6. Metal-cutting machines having a guillotine action.
7. Circular saws used in the cutting of metals.
8. Boring Mills.
9. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
10. Wire stitching machinery.

III. Occupations involving health hazards

11. All work in spray painting.
12. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
13. Work involving exposure to chromic acids, chromates, or bichromates.
14. Lead soldering work.

EXHIBIT 14

BEVERAGE DISPENSING EQUIPMENT INDUSTRY

1. Occupations involving specific mechanical hazards--machine work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

1. Grinding, abrasive, polishing, or buffing wheels.
2. Metal cutting machines having a guillotine action.
3. Machinery used in cold rolling of heavy metal stock.
4. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
5. Power-driven metal planing machines.
6. Circular saws used in the cutting of metals.
7. Boring mills.
8. Power shears of all kinds.
9. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch
10. Wire stitching machinery.
11. Machinery having a heavy rolling or crushing action.
12. Operation of all power-driven woodworking machinery, or work as off-bearer.
13. Roller mixers, pug mills, dry pans, putty chasers, forming processes or other molding machinery of the pressure type.
14. In oiling, cleaning or wiping machinery or shafting in motion.
15. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving health hazards

16. Lead soldering work.
17. All work involving exposure to acid in connection with pickling of sheet plate.
18. In mirror manufacturing.
19. In all processes where quartz, or any other form of silicon dioxide or an asbestos silicate is present in powdered form.
20. All work in spray painting.
21. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form, or at a temperature sufficient to vaporize lead.
22. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
23. In cutting or grinding glass.
24. Work involving exposure to chromic acids, chromates, or bichromates.
25. Work involving excessive exposure to corrosive substances.

III. Occupations involving general hazards

26. In the cutting or welding of metals by gas or electricity.
27. In or in connection with hot galvanizing or tinning processes.
28. Where the industry includes foundries:

    In ferrous or non-ferrous foundries, all work in the foundry proper.
    All cleaning or grinding operations in foundries.
    All work in foundries involving exposure to molten lead, or any molten lead alloy or to dust or lead or of any lead alloy.
    In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.

29. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
30. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (a) dumbwaiters as defined by the American Standards Association, or (b) of elevators equipped only for automatic operation.
31. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
32. In or assisting in the operation of gas, oil, or steam engines or other prime movers.

EXHIBIT 15

BICYCLE MANUFACTURING INDUSTRY

I. Occupations involving specific mechanical hazards--machine work.

1. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Machinery used in the cold rolling of heavy metal stock.
4. Circular saws used in the cutting of metals.
5. Power shears of all kinds.
6. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
7. All occupations in forging shops.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

8. In oiling, cleaning or wiping machinery or shafting in motion.
9. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving health hazards

10. All work in spray painting
11. Work involving exposure to chromic acids, chromates and bichromates.
12. Work involving excessive exposure to corrosive substances.

III. Occupations involving general hazards

13. In the cutting or welding of metals by gas or electricity.
14. As drivers or assistants to drivers of motor vehicles, or as helpers or delivery boys on motor vehicles.
15. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
16. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (a) dumbwaiters as defined by the American Standards Association, or (b) elevators equipped only for automatic operation.
17. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

EXHIBIT 16

BOBBIN AND SPOOL INDUSTRY

I. Occupations involving specific mechanical hazards-machine work (Prohibition to apply to operating, assisting in operating or taking material from the following machines).

1. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
3. Boring mills.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

4. In oiling, cleaning or wiping machinery or shafting in motion,

5. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving general hazards

6. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
7. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
8. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (a) dumbwaiters as defined by the American Standards Association, or (b) elevators equipped only for automatic operation.
9. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
10. Splitter saws.
11. Paper cutting machines having a guillotine action.
12. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
13. Machinery having a heavy rolling or crushing action.

EXHIBIT 17

BROOM MANUFACTURING INDUSTRY

I. Operations involving mechanical risks

1. Operating sewing or stitching machines.
2. Operating broom-winding machines.
3. Operating lathes, band, circular or swing saws involving the use of moving knives, drills, bits and/or cutters.
4. Power driven punch presses, drill press, nailing, riveting, stapling or banding machines.
5. Operating power driven cylinder broom or broom corn scrapers or seeders.
6. Power driven broom clippers or trimmers.

II. General outside and maintenance risks

7. In oiling, cleaning or wiping machinery or shafting in motion.
8. Applying belts to pulleys in motion or assisting therein.
9. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
10. As drivers or assistants to drivers or as helpers or delivery boys on motor vehicles.
11. Firing steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
12. In the operation, custody or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.
13. Lifting heavy weights (100 lbs. maximum).

EXHIBIT 18

BRUSH MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

4. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
5. In the cutting or welding of metals by gas or electricity.

II. Occupations involving specific mechanical hazards--machine work

1. Operation of single spindle or double spindle shapers.
2. Operation of band or circular saws.
3. Operation of buzz planer or double surfacer.
4. Operation of cavity cutters.
5. Operation of bristle combing and mixing machines.
6. Operation of mechanical and/or power presses.
7. Operation of any cutting knife or cutting dies if unguarded, excluding brush trimmers.

EXHIBIT 19

BULK DRINKING STRAW, WRAPPED DRINKING STRAW, WRAPPED TOOTHPICK AND WRAPPED MANICURE STICK INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

1. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods, if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
2. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation
3. Power shears of all kinds.

4. In oiling, cleaning or wiping machinery or shafting in motion.
5. In applying belts to pulleys in motion or assisting therein.
6. Power-driven printing presses.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a Trade, Occupation, or Industry, and who receive educational training in an organized educational institution during a portion of their working time."

Supplementary items to above list:

Power-driven saws
Work in connection with paraffining processes.

EXHIBIT 20

CAN LABELING AND CAN CASING
MACHINERY INDUSTRY AND TRADE

I. Occupations involving general hazards

1. In foundries (ferrous or non-ferrous), all work in the foundry proper.
2. All cleaning or grinding operations in foundries.
3. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
4. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
5. In the cutting or welding of metals by gas or electricity.
6. In or in connection with hot galvanizing or tinning processes.
7. As drivers or assistants todrivers of motor vehicles or as helpers or delivery boys on motor vehicles.
8. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
9. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
10. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

II. Occupations involving specific mechanical hazards-machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

11. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
12. Metal-cutting machines having a guillotine action.
13. Machinery used in the cold rolling of heavy metal stock.
14. Metal plate bending machines handling material of more than 0.2145 inch in thckness.
15. Power-driven metal planing machines.
16. Circular saws used in the cutting of metals.
17. Boring mills.
18. Power shears of all kinds.
19. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
20. Wire stitching machinery.
21. Machinery having a heavy rolling or crushing action.

Exception: Apprentices: Employment on any of the above named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

22. In oiling, cleaning or wiping machinery or shafting in motion.
23. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

24. All work in spray painting.
25. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
26. Work involving exposure to chromic acids, chromates, or bichromates.
27. Work involving excessive exposure to corrosive substances.
28. Lead soldering work.
29. All work involving exposure to acid in connection with pickling of sheet plate.

"Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a Trade, Occupation or Industry, and who receive educational training during a portion of their working time in an organized educational institution."

EXHIBIT 21

CANNED SALMON INDUSTRY

1. Operations of iron chink.
2. Operations of gang knives or fish cutters.
3. Feeding the filling machines.
4. Hand butchering.
5. The lifting of heavy weights (85 pounds maximum).
6. All direct operations or work as an offbearer on machinery for can-making or reforming cans.

EXHIBIT 22

CANNING INDUSTRY
(Fruit and Vegetable, but not Fish Canning)

1. Occupations in cook room.
2. Occupations in boiler room.
3. Operating corn huskers.
4. Operating corn cutters.
5. Operating closing machines.
6. Oiling and greasing.
7. Operating cutting and slicing machines.
8. Putting on belts.
9. Heavy work, such as piling heavy filled cases.
10. Brine room where tanks are low.
11. Pushing crates on overhead trolley conveyors.
12. Operating steam or gasoline engines.
13. Operating industrial motor trucks or tractors.
14. Helpers or delivery boys on motor trucks.
15. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (a) dumbwaiters as defined by the American Standards Association, or (b) elevators equipped only for automatic operation.

EXHIBIT 23

CANVAS STITCHED BELT MANUFACTURING IN DUSTRY

I. Occupations involving specific mechanical hazards--machine work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

1. Punch presses or stamping or dieing-out machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
2. Power shears of all kinds.
2a. Slitting machines.
3. In oiling, cleaning, or wiping machinery in motion.
4. In applying belts to a pulley in motion or assisting therein.

II. Occupations involving general hazards

5. Firing of steam or water boilers (except steam boilers of not more than 15 lbs. pressure used solely for heating purposes).
6. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
7. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
8. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation (1) of dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

EXHIBIT 24

CARBON BLACK MANUFACTURING INDUSTRY

1. In oiling, cleaning, or wiping machinery or shafting in motion.
2. In applying belts to pulleys in motion or assisting therein.
3. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
4. In, or assisting in, the operation of gas, oil or steam engines or other prime movers.
5. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
6. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.)

EXHIBIT 25

CARD CLOTHING INDUSTRY

1. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil or steam engin es or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association and (2) of elevators equipped only for automatic operation.
5. Wire drawing machines.
   Except, work on fine sizes of wire commonly drawn through diamond dies.
6. In oiling, cleaning or wiping machinery in motion.
7. In applying belts to pulleys in motion or assisting therein.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 26

CAST IRON BOILER AND CAST IRON RADIATOR INDUSTRY

1. Moulding work, core making, or other processes in foundries which expose the worker either directly or indirectly to melted metal.
2. All cleaning or grinding operations, in foundries.
3. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
4. Firing of high pressure steam or water boilers, except steam or water boilers used solely for heating purposes.
5. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
6. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
7. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (a) dumbwaiters as defined by the American Standards Association, or (b) elevators equipped only for automatic operation.
8. In the cutting or welding of metals by gas or electricity.
9. In or in connection with hot galvanizing or tinning processes.
10. Grinding, abrasive, polishing or buffing wheels; provided that learners may grind their own tools.
11. In oiling, cleaning, or wiping machinery in motion.
12. In applying belts to a pulley in motion or assisting therein.
13. Lead soldering work.
14. All work involving exposure to acid in connection with pickling of sheet plate.

Supplementary List

1. All work in spray painting.
2. Metal-cutting machines having a guillotine action.
3. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

EXHIBIT 27

CIGAR MANUFACTURING INDUSTRY

I. General hazards

1. Oiling, cleaning or wiping machinery or shafting in motion.
2. Applying belts to pulleys in motion.
3. Drivers or helpers on motor vehicles.

4. Operating or assisting in the operation of prime movers.
5. Operation or maintenance of elevators, cranes or other hoisting apparatus, except automatic elevators and so-called dumbwaiters.
6. Firing of all but low pressure boilers (15 lbs. or less).
7. Lifting of heavy weights (100 lbs. maximum).
8. In all loading and unloading operations from trains, trucks, ships, etc., where lifting is done by hand.

Also if power-driven machinery is used in conveying and handling machinery the following should be added:

9. In handling, loading or unloading goods where power-driven machinery is used for conveying or handling.

II. Specific mechanical hazards

10. Tobacco stem crushing machine.

EXHIBIT 28

CLAY AND SHALE ROOFING TILE INDUSTRY

I. Occupations involving general hazards

1. Work in or about clay banks or pits, including surface work connected therewith.
2. Handling of explosives, if used.
3. As drivers or assistants to drivers of motor vehicles, or as helpers or delivery boys on motor vehicles.
4. In, or assisting, in, the operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
6. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines)

7. Machinery having a heavy crushing or rolling action.
8. Roller mixers, pug mills, dry pans, putty chasers or molding machinery of the pressure type.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

9. In oiling, cleaning or wiping machinery or shafting in motion.
10. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving health hazards

11. In glazing or other processes where lead or any of its compounds are used in a liquid or powdered form, or at a temperature sufficient to vaporize lead.
12. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.
13. Occupations involving lifting of heavy weights.

Apprentices shall be defin ed as "those who are regularly indentured under contract to the industry for a sufficient period of time to be systematically advanced through the various operations, ships. departments, etc., of a trade, occupation, or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 29

CLAY DRAIN TILE MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. Work in or about clay banks or pits, including surface work connected therewith.
2. Handling of explosives, if used.
3. In the operation, custody or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
4. Firing of steam or water boilers, (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
5. As drivers of trucks, motor vehicles, or as helpers or delivery boys on such vehicles.
6. In, or assisting in, the operation of gas, oil or steam engines used as prime movers.
7. Switching and work on and about railroad equipment.
8. All work in connection with the use of power operated mechanical equipment for loading, unloading, handling, or conveying..

II. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

9. Extrusion machinery or other machinery having a heavy crushing or rolling action.
10. Roller mixers, pug mills, dry pans, putty chasers, or molding machinery of the pressure type.

Exception: Apprentices: Employment on any of the above named machines may be permitted in the cases of minors between 16 and 18 years of age who are bona fide apprentices.

11. In oiling, cleaning, or wiping machinery or shafting in motion.
12. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

13. All work involving lifting or handling by hand of weights in excess of 80 pounds.

Where glazing is done:

14. In processes where lead or any of its compounds are used in a liquid or powdered form, or at a temperature sufficient to vaporize lead.
15. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.

EXHIBIT 30

CLAY MACHINERY INDUSTRY

I. Occupations involving specific mechanical hazards--machine work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

1. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Metal plate bending machines handling material of more than 0.2145 inches in thickness.
4. Power-driven metal planing machines.
5. Circular saws used in the cutting of metals.
6. Machinery having a heavy rolling or crushing action, such as corrugating rolls.
7. Machinery used in the cold rolling of heavy metal stock.
8. Boring mills.
9. Power shears of all kinds.
10. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
11. All occupations in connection with power-driven woodworking machinery.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship to a trade.

12. In oiling, cleaning, or wiping machinery or shafting in motion.
13. In applying belts to pulleys in motion or assisting therein.

II. Occupation s involving health hazards

14. Work involving exposure to chromic acids, chromates, or bichromates.
15. Work involving exposure to corrosive substances.

16. All work in spray painting.

III. Occupations involving general hazards

17. In the operation, custody or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
18. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
19. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
20. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
21. In the cutting or welding of metals by gas or electricity.

In establishments in the industry where foundry work is done

22. All work in the foundry proper.
23. In ferrous and non-ferrous foundries, all chipping or grinding operations.
24. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
25. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.

EXHIBIT 31

COIN-OPERATED MACHINE MANUFACTURING INDUSTRY

I. Occupations Involving General Hazards

1. Firing of steam or water boilers (Except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. In, or assisting in, the operation of gas, oil or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
4. All work in the foundry proper.
5. All cleaning or grinding operations in foundries.
6. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
7. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
8. In the cutting or welding of metals by gas or electricity.
9. In or in connection with hot galvanizing or tinning processes.

Occupations Involving Specific Mechanical Hazards - Machine Work

(Prohibition to apply to operating, assisting in operating, or taking material from the following machines)

10. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
11. Metal cutting machines having a guillotine action.
12. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
13. Power-driven metal planing machines
14. Circular saws used in the cutting of metals
15. Wire stitching machinery
16. Machinery having a heavy rolling or crushing action
17. Machinery used in the cold rolling of heavy stock
18. Boring mills
19. Power shears of all kinds
20. Punch presses or stamping machines if the clearance between the ram and die or the stripper exceeds one-fourth inch
21. Operating of power-driven wood working machinery or as offbearer

Exception: Apprentices: Employment on any of the above named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.*

22. In oiling, cleaning or wiping machinery in motion
23. In applying belts to pulleys in motion or assisting therein

Occupations Involving Health Hazards

24. All work involving exposure to acid in connection with pickling or sheet plate
25. All work in spray painting
26. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form or at a temperature sufficient to vaporize lead
27. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form
28. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin
29. In the use of dangerous dyestuffs
30. Lead soldering work
31. Work involving exposure to chromic acids, chromates, or bichromates
32. Work involving excessive exposure to corrosive substances

*Apprentices shall be defined as those "who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of the Trade, Occupation or Industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 32

COFFEE INDUSTRY

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
5. In oiling, cleaning, or wiping machinery or shafting in motion.
6. In applying belts to pulleys in motion or assisting therein.
7. Where packing is done in metal cans; lead soldering work.

EXHIBIT 33

DISTRIBUTING TRADES DIVISION

I. Mechanical and Health Risks

1. In occupations involving exposure to extreme heat, cold, humidity, or dampness, or to sudden, frequent, or extreme variations thereof.

2. In occupations involving exposure to free silica dust, asbestos dust, or other dusts in injurious quantities

3. In occupations involving exposure to the following substances if present in the industry:
   (a) Nitro or amido derivatives of benzol or toluol
   (b) Arsenic or its compounds
   (c) Benzol
   (d) Carbon bisulphide
   (e) Chlorine
   (f) Creosote
   (g) Hydrocyanic acid or its compounds
   (h) Hydrofluoric acid or its compounds
   (i) Hydrogen sulphide
   (j) Lead or its compounds
   (k) Mercury or its compounds
   (l) Mesothorium or its radioactive derivatives
   (m) Nitrous gases
   (n) White or yellow phosphorus
   (o) Radium or its radioactive derivatives
   (p) Tetrachlorethane
   and (q) Other substances having similar injurious properties

4. In occupations involving excessive exposure to the following substances if present in the industry:
   (a) Antimony or its compounds
   (b) Carbon dioxide
   (c) Carbon monoxide
   (d) Carbon tetrachloride
   (e) Chromic acids, chromates, or bichromates
   (f) Corrosive substances
   (g) Methanol
   (h) Petroleum, or its low-boiling distillates such as gasoline, naphtha, or benzine
   (i) Tar
   (j) Trichlorethylene
   (k) Turpentine
   and (l) Other substances having similar injurious properties

In or assisting in the operation of:

5. Power-driven mixing machines
6. Power-driven machinery for punching or forming metal
7. Power-driven machinery having a heavy rolling or pressing action

8. Power-driven machinery for grinding spices and other materials
9. Power-driven machinery for the pressing, chipping and pledding of soap
10. Power-driven machinery for the chopping of vanilla beans and other substances
11. Power-driven printing machinery, presses and cutters
12. Power-driven machinery for the cutting, planing and fabricating of articles, from wood or timber
13. Power-driven laundry machinery

II. General Outside and Maintenance Risks

14. In oiling, cleaning or wiping machinery or shafting in motion
15. In applying belts to pulleys in motion or assisting therein
16. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles
17. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers
18. In the operation, custody, or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) or elevators equipped only for automatic operation.
19. Firing of steam or water boilers (except boilers of not more than (15) pounds pressure used solely for heating purposes.)
20. Lifting of heavy weights (100 lbs. maximum)
21. In blacksmithing

EXHIBIT 34

COMMERCIAL REFRIGERATOR MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. In the cutting or welding of metals by gas or electricity.
2. In or in connection with hot galvanizing or tinning processes.
3. Firing of steam or water boilers (excpet boilers of not more than 15 lbs. pressure used solely for heating purposes).
4. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
5. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
6. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

7. Grinding, abrasive, polishing, or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
8. Metal-cutting machines having a guillotine action.

12. Gear changers
13. Electricians
14. In oiling, cleaning or wiping machinery or shafting in motion.
15. In applying belts to pulleys in motion or assisting therein.

EXHIBIT 36

CORN COB PIPE INDUSTRY

I. General and Outside Maintenance Hazards

1. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
2. In the operation, custody or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association or (2) elevators equipped only for automatic operation.
3. In or assisting in the operation of gas, oil, or steam engines used as prime movers.
4. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
5. In oiling, cleaning, or wiping machinery or shafting in motion.
6. In applying belts to pulleys in motion or assisting therein.

II. Specific Mechanical Hazards

1. Operation of cutting or shaping machines.

If there are any harmful ingredients used in the shellacking or finishing of pipes, these should be prohibited for minors under 18 years because of the special susceptibility of young persons to poisons.

EXHIBIT 37

COUNTER TYPE ICE-CREAM FREEZER INDUSTRY

I. Occupations involving specific mechanical hazards--machine work. (Prohibition to apply to operating or assisting on operating the following machines.)

1. Grinding abrasive, polishing or buffing wheels, provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Metal plate bending machine handling material of more than 0.2145 inch in thickness.
4. Power shears of all kinds.
5. Circular saws in the cutting of metals.
6. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
7. Operation of power driven woodworking machinery.

Exceptions - Apprentices. -- Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

8. In oiling, cleaning, or wiping machinery or shafting in motion.
9. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving health hazards.

10. All work in spray painting.
11. Work involving exposure to chromic acids, chromates, or bichromates.
12. Work involving excessive exposure to corrosive substances.

III. Occupations involving general hazards (Including plant and outside maintenance.)

13. In foundries (ferrous or nonferrous) all work in the foundry proper.
14. All shipping or grinding operations in foundries.
15. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
16. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
17. As drivers of trucks or other motor vehicles or as helpers or delivery boys in such vehicles.
18. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
19. In the operation, custody, or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association of (2) elevators equipped only for automatic operation.
20. Firing of steam or water boilers (except boilers of not more than 1 lbs. pressure used solely for heating purposes.)
21. In the cutting or welding of metals by gas or electricity.
22. In or in connection with hot galvanizing or tinning processes.

EXHIBIT 38

COTTON CLOTH GLOVE MANUFACTURING INDUSTRY

I. Occupations involving general hazards.

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work, (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

5. Dinking or dieing out machines.
6. In oiling, cleaning or wiping machinery in motion.
7. In applying belts to a pulley in motionnor assisting therein.
8. Operating Seeley presses.

EXHIBIT 39

COTTON RAG TRADE

1. Drivers of trucks or other motor vehicles or helpers on such vehicles.

If hoisting apparatus is used in the industry:

2. Operation or repair of elevators, cranes, derricks, or other hoisting apparatus except the operations of dumbwaiters as defined by the American Standards Association, or elevators equipped only for automatic operation.

EXHIBIT 40

CRUSHED STONE, SAND AND GRAVEL, AND SLAG INDUSTRY

1. Work in or about quarries or sand or gravel banks or pits, including all surface work

2. In the transportation or use of explosives or explosive substances.

3. All dredging work

4. All work on screens or crushers

5. All stevedoring work

6. In oiling, cleaning, or wiping machinery in motion

7. In applying belts to a pulley in motion or assisting therein

8. In proximity to any unguarded belt or gearing

9. Work of employees engaged as firemen

10. Switching and work on and about railroad equipment

11. Clean-up on barges or cars under clam-shell buckets

12. Driving trucks of over 2 tons capacity

EXHIBIT 41.

CURLED HAIR MANUFACTURING INDUSTRY

I. Mechanical and Health Risks

1. Handling of unsterilized or raw hair.
2. In occupations involving exposure to dusts in injurious quantities.
3. Operating or assisting in the operation of combing, sorting, and processing machines.

II. General Outside and Maintenance Risks

4. In oiling, cleaning, or wiping machinery or shafting in motion.
5. In applying belts to pulleys in motion or assisting therein.
6. As drivers of trucks or other motor vehicles or as helpers or delivery boys on same.
7. In the custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
8. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.)
9. In or assisting in the operation of gas, oil, or steam engines used as prime movers.
10. Lifting of heavy weights (80 lbs. maximum).

EXHIBIT 42.

CYLINDER MOULD AND DANDY ROLL INDUSTRY

I. Occupations involving specific mechanical hazards---machine work (prohibitions to apply to operating, assisting in operating, or taking material from the following machines)

1. Grinding, abrasive, polishing of buffing wheels; <u>provided that</u> apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Machinery used in the cold rolling of heavy metal stock.
4. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
5. Power-driven metal planing machines.
6. Circular saws used in the cutting of metals.
7. Boring mills
8. Power shears of all kinds.
9. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

10. In oiling, cleaning or wiping machinery or shafting in motion.
11. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving general hazards

12. In ferrous and nonferrous foundries--all work in the foundry proper.
13. All cleaning or grinding operations in foundries.
14. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
15. All work in foundries involving exposure to molten lead or any molten lead alloy, or to dust of lead or of any lead alloy.
16. In the cutting or welding of metals by gas or electricity.
17. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
18. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
19. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
20. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).

Apprentices shall be defined as "Those who are regularly indentured under contract to the industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in any organized educational institution during a portion of their working time."

EXHIBIT 43

DENTAL GOODS AND EQUIPMENT INDUSTRY

I. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating or assisting in operating the following machines.)

1. Grinding, abrasive, polishing of buffing wheels, provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Power shears of all kinds.
4. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
5. Machinery having a heavy rolling or crushing action.

Exception: Apprentices: Employment on any of the above named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

6. In oiling, cleaning, or wiping machinery or shafting in motion.
7. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving health hazards

8. All work in spray painting.
9. Work involving exposure to chromic acids, chromates, or bichromates.
10. Work involving excessive exposure to corrosive substances.

III. Occupations involving general hazards (including plant and outside maintenance).

11. In foundries (ferrous or nonferrous), all work in the foundry proper.
12. All chipping or grinding operations in foundries.
13. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
14. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
15. As drivers of trucks or other motor vehicles or as helpers or delivery boys in such vehicles.
16. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.

EXHIBIT 44.

DIE CASTING MANUFACTURING INDUSTRY

I. General Hazards

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
3. In oiling, cleaning, or wiping machinery or shafting in motion.
4. In applying belts to pulleys in motion or assisting therein.
5. All work in foundries involving exposure to molten lead or any molten lead alloy, or to dust of lead or of any lead alloy.
6. All cleaning or grinding operations in foundries.
7. In non-ferrous foundries, all work in the foundry proper.

II. Occupations involving specific mechanical hazards--machine work.

8. Machinery used in the cold rolling of heavy metal stock.
9. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
10. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

EXHIBIT 45.

DOMESTIC FREIGHT FORWARDING INDUSTRY

1. Freight house or platform laborers or in any work requiring heavy lifting.
2. Drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of dumbwaiters as defined by the American Standards Association or of elevators equipped only for automatic operation.

EXHIBIT 46.

DOWEL PIN INDUSTRY.

I. In occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

1. All occupations in connection with power driven woodworking machinery.

Exception: Employment on any of the above-named machines may be permitted in the cases of minors between 16 and 18 years of age under conditions of bona fide apprenticeship by a trade.

2. In oiling, cleaning or wiping machinery in motion.
3. In applying belts to a pulley in motion or assisting therein.

II. Occupations involving general hazards

4. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
5. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
6. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
7. In the custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (a) dumbwaiters as defined by the American Standards Association, or (b) elevators equipped only for automatic operation.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a Trade, Occupation, or Industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 47

EARTHENWARE MANUFACTURING INDUSTRY

I. In occupations involving specific mechanical hazards--Machine Work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

1. Machinery having a heavy rolling or crushing action.
2. Roller mixers, pug mill, dry pans, putty chasers, forming processes or other molding machinery of the pressure type.
3. In oiling, cleaning, or wiping machinery or shafting in motion.
4. In applying belts to pulleys in motion or assisting therein.

If members of the industry have their own quarries, the following should be prohibited:

5. Work in or about clay banks or pits, including surface work connected therewith.
6. Switching and work on or about railroad equipment (if used).
7. Handling of explosives (if used).

II. Plant and outside maintenance operations.

8. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
9. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
10. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association; or (2) elevators equipped only for automatic operation.
11. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

III. Occupations involving health hazards

12. In all glazing or other processes where substances containing lead or any of its compounds are used in a liquid or powdered form, or at a temperature sufficient to vaporize lead.
13. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.

EXHIBIT 48

END GRAIN STRIP WOOD BLOCK INDUSTRY

1. Firing of steam or water boilers.
2. Attending or assisting around hot oil treatment vats.
3. As drivers or assisting in driving motor vehicles.
4. Operating or assisting in the operation of gas, oil, or steam engines or other prime movers.
5. Operation or repairing of elevators, cranes, derricks, or other hoisting apparatus.

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6. Operating, feeding, or off-bearing from power driven wood working machinery.
7. Oiling, cleaning, or wiping machinery in motion.
8. Applying belts to a pulley in motion or assisting therein.

EXHIBIT 49

ENVELOPE INDUSTRY

I. Occupations Involving General Hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.)
2. As drivers of trucks or other motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
4. In, or assisting in, the operation of gas, oil, or steam-heated gum cooking apparatus.
5. In the care, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

II. Occupations Involving Mechanical Hazards - Machine Work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

6. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods (including paperlacing machines) if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
7. Paper-cutting machines having a guillotine action.
8. Paper punches or line perforators, including window punching machines.
9. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
10. In adjusting, oiling, cleaning, or wiping machinery in motion.
11. In applying belts to a pulley in motion or assisting therein.

EXHIBIT 50

EXCELSIOR AND EXCELSIOR PRODUCTS INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.

4. In the care, custody, operation or repair of elevators, cranes derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operating or taking material from the following machines)

5. All work in or in connection with power-driven woodworking machinery.
6. Paper cutting machines having a guillotine action.
7. Slitters used in the manufacture of paper and paper products.
8. In oiling, cleaning or wiping machinery or shafting in motion.
9. In applying belts to a pulley in motion or assisting therein.

EXHIBIT 51

FAN AND BLOWER INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
5. All work in the foundry proper.
6. All cleaning or grinding operations in foundries.
7. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
8. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
9. In, or in connection with, hot galvanizing or tinning processes.
10. Work in cleaning out tank cars in tank car shop.

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines)

11. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
12. Metal-cutting machines having a guillotine action.
13. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
14. Power-driven metal planing machines.
15. Circular saws used in the cutting of metals.
16. Wire-stitching machinery.
17. Machinery having a heavy rolling or crushing action, such as corrugating rolls.
18. Machinery used in the cold rolling of heavy metal stock.
19. Boring mills.
20. Power shears of all kinds.
21. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
22. Roller mixers, pug mills, or putty chasers.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

23a. In oiling, cleaning or wiping machinery in motion.
23b. In applying belts to a pulley in motion or assisting therein.

III. Occupations involving health hazards

24. All work involving exposure to acid in connection with pickling of sheet plate.
25. All work in spray painting.
26. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form or at a temperature sufficient to vaporize lead.
27. In processes where quartz or any other form of silicon dioxide or an asbestos exposure is present in powdered form.
28. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
29. In the use of dangerous dye tuffs.
30. Lead soldering work.

EXHIBIT 52

FEED MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
3. Firing of steam or water boilers (except steam or water boilers of not more than 15 lbs. pressure used solely for heating purposes).
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation (a) of dumbwaiters as defined by the American Standards Association or (b) of elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards

5. In oiling, cleaning, or wiping machinery in motion.
6. In applying belts to a pulley in motion or assisting therein.

EXHIBIT 53

FELDSPAR INDUSTRY

I. Occupations Involving General Hazards

1. All work in or about mines, quarries, or pits, including surface operations.
2. Work involving the handling or use of explosives or explosive substances.

II. Occupations Involving Specific Mechanical Hazards--Machine Work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

3. Machinery having a heavy rolling or crushing action.
4. All grinding machines.
5. In oiling, cleaning, or wiping machinery or shafting in motion.
6. In applying belts to pulleys in motion.

III. Occupations Involving Health Hazards

7. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.

EXHIBIT 54

THE FIBRE CAN AND TUBE INDUSTRY

I. General Hazards

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In or assisting in, the operation of gas, oil, or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of dumbwaiters as defined by the American Standards Association or of elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes.)
5. In the cutting or welding of metals by gas or electricity.
6. In or in connection with hot galvanizing or tinning processes.

II. Machine Work

7. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bonafide apprenticeship may grind their own tools.
8. Metal cutting machines having a guillotine action.
9. Metal plate bending machines handling material of more than 0.2145 inches in thickness.
10. Power driven metal planing machines.
11. Circular saws used in the cutting of metals.
12. Wire Stitching machinery.
13. Machinery having a heavy rolling or crushing action.
14. Power shears of all kinds.
15. Punch presses or stamping machines of the clearance between the ram and the die or the stripper exceeds one-fourth inch.

16. Paper cutting machines having a guillotine action.
17. Paper punches or line perforators.
18. Creasers, or corrugating, crimping, embossing, plating, printing or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
19. Slitters for tubes which are not guarded at the point of operation.
20. Corner staying, corner-cutting, or ending machines used in the paper box industry, if the opening to meet the plunger exceeds one-fourth inch.

EXCEPTIONS: Such corner-staying machines equipped with an automatic device that will instantly stop the downward motion of the plunger should the finger of the operator come between the plunger and the anvil.

21. If printing is done:

Power-driven printing presses
Monotype or linotype machines
Embossing machinery used in the printing industry

EXCEPTION - APPRENTICES: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bonafide apprentices.

22. In oiling, cleaning, or wiping machinery or shafting in motion.
23. In applying belts to pulleys in motion or assisting therein.

HEALTH HAZARDS

24. Lead soldering work.
25. All work involving exposure to acid in connection with pickling of sheet plate.
26. If printing is done:

Blowing out type cases
Cleaning linotype plungers
In melting operations in printing shops.

Apprentices shall be defined as:

"those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operation, shops, department, etc. of a Trade, Occupation or Industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 55

FLAG MANUFACTURING INDUSTRY

1. Operating or assisting to operate or taking material from -

   (a) Power shears of all kinds.
   (b) Machinery of stamping or punch-press type used in the manufacture of paper or paper goods (including paper lacing machines) if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
   (c) Paper punches or line perforators.
   (d) Paper-cutting machines having a guillotine action.
   (e) All power-driven woodworking machinery.

2. Oiling, cleaning, or wiping machinery or shafting in motion.
3. Applying belts to pulleys in motion or assisting thereat.
4. Driving, or assisting in driving motor vehicles or as helpers or delivery boys on motor vehicles.
5. Operating or assisting to operate gas, oil or steam engines or other prime movers.
6. The care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of dumbwaiters as defined by the American Standards Association, or elevators equipped only for automatic operation.
7. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
8. The use of dangerous dyes.

EXHIBIT 56

FLOOR AND WALL CLAY TILE MANUFACTURING INDUSTRY

I. Occupations Involving General Hazards

   1. Work in or about clay banks or pits, including surface work connected therewith.

II. Occupations involving Specific Mechanical Hazards - Machine Work. (Prohibition applies to operating, assisting in operating or taking material from the machines specified.)

   2. Machinery having a heavy crushing or rolling action.
   3. Roller mixers, pug mills, dry pans, putty chasers, or molding machinery of the pressure type.
   4. In oiling, cleaning, or wiping machinery in motion.
   5. In applying belts to a pulley in motion or assisting therein.
   6. In proximity to any unguarded belt or gearing.

EXHIBIT 57

FLOOR MACHINERY INDUSTRY

I. In occupations involving mechanical hazards - Machine Work.

1. Grinding, abrasive, polishing, or buffing wheels, provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Machinery used in the cold rolling of heavy stock.
4. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
5. Power-driven metal planing machines.
6. Circular, band, miller, and multiple saws used in the cutting of metals.
7. Boring mills.
8. Power shears of all kinds.
9. Punch presses or stamping machines if the clearance between the ram and die or the stripper exceeds one-fourth inch.
10. Wire stitching machinery.
11. Machinery having a heavy rolling or crushing action.
12. Woodworking machinery (where wood is used.)
13. Metal slitters.
14. Roller mixers, pub mills, dry pans, putty chasers, forming processes or other molding machinery of the pressure type.
15. Wire drawing machines.
    Exception: Work on fine sizes of wire commonly drawn through diamond dies.

    Exception: Apprentices: Employment on any of the above named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.
16. In oiling, cleaning or wiping machinery or shafting in motion.
17. In applying belts of pulleys in motion or assisting therein.

II. Plant Maintenance

18. As drivers of trucks or other motor vehicles or as helpers or delivery boys on same.
19. In or assisting in the operation of gas, oil or steam engines or other prime movers.
20. In the operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
21. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.)

III. Foundries

22. In ferrous and non-ferrous foundries, all work in the foundry proper.
23. All cleaning or grinding operations in foundries.
24. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.

25. All work in non-ferrous foundries involving exposure to molten lead alloy.

IV. Occupations Involving Health Hazards

26. All work involving exposure to acid in connection with pickling of t[illegible]te.
27. Work involving exposurre to chromic acids, chromates, or bichromates.
28. Work involving excessive exposure to corrosive substances.
29. All work in spray painting.
30. In all processes where substances containing lead or any or its compounds are used in a liquid or powdered form, or at a temperature sufficient to vaporize lead.
31. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.
32. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.

V. Other

33. All occupations in forging shops.
34. In the cutting or welding of metals by gas or electricity.
35. In or in connection with hot galvanizing or tinning processes.
36. Lead soldering.
37. Any occupation in connection with the heat treatment of metals.

EXHIBIT 58

FLUTED CUP, PAIL LINER AND LACE PAPER INDUSTRY

I. Occupations Involving General Hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.

II. Occupations Involving Specific Mechanical Hazards--Machine Work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

5. Machinery of stamping or punch-press type used in the manufacture or paper goods, if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
6. Paper cutting machines having a guillotine action.
7. Paper punches or line perforators.
8. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.

9. Corner-staying, corner-cutting, or ending machines used in the paper products industry if the opening to meet the plunger exceeds one-fourth inch.

Exception: Such corner-staying machines as are equipped with an automatic device that will instantly stop the downward motion of the plunger should the fingers of the operator come between the plunger and the anvil.

10. Power shears of all kinds.

Exception: Apprentices: Employment on any of the above machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

11. In oiling, cleaning or wiping machinery or shafting in motion.
12. In applying belts to pulleys in motion or assisting therein.

Where Printing is Done

13. Power-driven printing presses.
14. Monotype or linotype machines.
15. Embossing machinery used in the printing industry.
16. Blowing out type cases in printing shops.
17. Cleaning linotype plungers in printing shops.
18. Dry sweeping and cleaning in printing shops.
19. In melting operations in printing shops.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a Trade, Occupation or Industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 59

FOLDING PAPER BOX INDUSTRY

Machine Work
(Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

1. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods, if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
2. Paper-cutting machines having a guillotine action.
3. Paper punches or line perforators.
4. Creasers, slitters, or corrugating, crimping, embosing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
5. Corner-staying, corner-cutting, or ending machines used in the paper products industry if the opening to meet the plunger exceeds one-fourth inch.

Exception: Such corner-staying machines as are equipped with an automatic device that will instantly stop the downward motion of the plunger should the finger of the operator come between the plunger and the anvil.

6. Power shears of all kinds.
7. In oiling, cleaning, or wiping machinery or shafting in motion.
8. In applying belts to pulleys in motion or assisting therein.
9. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
10. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
11. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
12. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.

Where printing is done.

13. Power-driven printing presses.
14. Monotype or lintotype machines.
15. Embossing machinery used in the printing industry.
16. Blowing out type cases in printing shops.
17. Cleaning linotype plungers in printing shops.
18. Dry sweeping and cleaning in printing shops.
19. In melting operations in printing shops.

EXHIBIT 60

FOUNDRY SUPPLY INDUSTRY

I. Occupations involving general hazards

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operations, or taking material from the following machines.)

5. Machinery having a heavy rolling or crushing action.
6. Roller mixers, pug or putty chasers.
7. In oiling, cleaning or wiping machinery or shafting in motion.
8. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards.

9. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form, or at a temperature sufficient to vaporize lead.

10. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.

11. In the use of dangerous dyestuffs.

EXHIBIT 61

FRESH OYSTER INDUSTRY

1. Handling of machine-hoisted oyster dredges of the larger type on power vessels.

EXHIBIT 62

FULLER'S EARTH PRODUCING AND MARKETING INDUSTRY

1. Work in or about mines or pits, including all surface work.
2. In the transportation or use of explosives or explosive substances.
3. All dredging work or hydraulic mining.
4. All work on screens or crushers.
5. In oiling, cleaning, or wiping machinery in motion.
6. In applying belts to a pulley in motion or assisting therein.
7. In proximity to any unguarded belt or gearing.
8. Work of employees engaged as firemen.
9. Switching and work on and about railroad equipment.
10. Clean-up on barges or cars under clamshell buckets.
11. As drivers of trucks or other motor vehicles, or as helpers or delivery boys on motor vehicles.

EXHIBIT 63

GARTER, SUSPENDER AND BELT MANUFACTURING INDUSTRY

1. Work performed on splitting, perforating, stamping, dieing-out embossing, clicking, shiving, stripping, burnishing, or buffing machines.
2. Work performed on stapling or riveting machines.
3. Work performed on punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch; with the exception that employment on any of the above named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices within the requirements of the Code.
4. Work performed in oiling, cleaning or wiping machinery in motion.
5. Work performed in applying belts to a pulley in motion or assisting therein.
6. Work performed in proximity to any unguarded belt or gearing.

EXHIBIT 64

GASOLINE PUMP MANUFACTURING INDUSTRY

1. Grinding, abrasive, polishing or buffing wheels.
2. Metal-cutting machines having a guillotine action.
3. Machinery used in the cold rolling of heavy metal stock.
4. Metal plate bending machines.
5. Power-driven metal planing machines.
6. Circular saws used in the cutting of metals.
7. Boring mills.

8. Power shears of all kinds.
9. Punch presses or stamping machines.
10. Wire stitching machinery.
11. Metal slitters.
12. Wire drawing machines and any other machines used in processing metals.

EXHIBIT 65

GLAZED AND FANCY PAPER INDUSTRY

I. Occupations Involving General Hazards:

1. Firing of steam or water boilers (Except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, or (2) elevators equipped only for automatic operations.
5. Engineer.
6. Band Saw Operator.
7. Circular saw operator.
8. Extractor operator.
9. Electrical operation, either regular or maintenance.
10. Planer operator.
11. Shaper operator.
12. Welder operator.
13. Steam fitter or pipe fitter.
14. Truck drivers.
15. Oilers.

II. Occupations Involving Specific Mechanical Hazards--Machine Work: (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

16. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods, if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
17. Paper cutting machines having a guillotine action.
18. Paper punches or line perforators.
19. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
20. Power shears of all kinds.

Exception--Apprentices: Employment on any of the above machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

21. In oiling, cleaning, or wiping machinery or shafting in motion.
22. In applying belts to pulleys in motion or assiting therein.
23. Coating machine operators.
24. Stack operators.
25. Bronzer operator.

Where Printing is Done.

26. Power-driver printing presses.
27. Monotype or linotype machines.
28. Embossing machinery used in the printing industry and calendars.
29. Blowing out type cases in printing shops.
30. Cleaning linotype plungers in printing shops.
31. Dry sweeping and cleaning in printing shops.
32. In melting operations in printing shops.
33. Intaglio press operators.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 66

GRAY IRON FOUNDRY INDUSTRY

A. The following operations, whether in connection with a cupola, air furnace, electric furnace, open hearth, rotary furnace, or crucible pot:

Tappers	Shakeout men
Slag men	Pot pullers
Bull ladle men	Air furnace melters
Buggy ladle men	Electric furnace melters
Hand ladle men	Rotary furnace melters
Skimmers	

All work in foundries involving exposure to molten lead or any molten lead alloy, or to dust of lead or of any lead alloy.

B. The following occupations in machine shops, pattern shops, carpenter shops, etc., which are included in the industry:

1. Grinding, abrasive, polishing, or buffing wheels: provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Machinery used in the cold rolling of heavy metal stock.
4. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
5. Power-driven metal planing machines.
6. Hi-speed circular saws used in the cutting of metals.

7. Boring mills
8. Power shears of all kinds.
9. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

Exception - Apprentices: Employment on any of the above named machines may be permitted in the case of minors between sixteen (16) and eighteen (18) years of age who are bone fide apprentices.

10. In oiling, cleaning, or wiping machinery or shafting in motion.
11. In applying belts to pulleys in motion or assisting thereon.
12. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
13. Firing of steam or water boilers (except boilers of not more than fifteen (15) lbs. pressure used solely for heating purposes)

EXHIBIT 67

GUMMED LABEL AND EMBOSSED SEAL INDUSTRY.

I. Occupations Involving General Hazards

1.2 Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, and (2) elevators equipped only for automatic operation.

II. Occupations Involving Specific Mechanical Hazards--Machine Work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

5. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods, if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
6. Paper-cutting machines having a guillotine action.
7. Paper punches or line perforators.
8. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
9. Power shears of all kinds.

Exception--Apprentices: Employment on any of the above machines may be permitted in the case of minors between 16 and 18 years of age under condition of bona fide apprenticeship.

10. In oiling, cleaning, or wiping machinery or shafting in motion.
11. In applying belts to pulleys in motion or assisting therein.

Where printing is done

12. Power-driven printing presses.
13. Monotype or linotype machines.

EXHIBIT 68

GUMMING INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.)
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, c cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

5. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods, if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
6. Paper-cutting machines having a guillotine action.
7. Paper punches or line perforators.
8. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
9. Power shears of all kinds.

Exception: Apprentices: Employment on any of the above machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

10. In oiling, cleaning, or wiping machinery or shafting in motion.
11. In applying belts to pulleys in motion or assisting therein.

Where printing is done

12. Power-driven printing presses
13. Monotype or linotype machines.
14. Embossing machinery used in the printing industry.

15. Blowing out type cases, in printing shops.
16. Cleaning linotype plungers, in printing shops.
17. Dry sweeping and cleaning, in printing shops.
18. In melting operations in printing shops.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time.

EXHIBIT 69

HAIR CLOTH MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
2. In, or assisting in, the operation of gas, oil or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines).

4. Machinery having a heavy rolling or crushing action, such as calender rolls.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

5. In oiling, cleaning or wiping machinery in motion.
6. In applying belts to a pulley in action or assisting therein.

III. Occupations invovling health hazards

7. In the handling of unsterilized hair.
8. In the use of dangerous dyes.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

Supplementary item of July 23, 1934

As drivers or assistants to drivers of motor vehicles, or as helpers of delivery boys on motor vehicles.

EXHIBIT 70

ANTI-HOG CHOLERA SERUM AND
HOG-CHOLERA VIRUS INDUSTRY

1. The said report and recommendation of the Deputy Administrator is hereby adopted and incorporated herein by reference.

2. The Board hereby finds that said report so submitted is reasonable and in full conformity with the applicable provisions of said Code and well designed to effectuate the policies of Title I of the National Recovery Act.

3. The Board hereby orders that said report be and it is hereby approved.

November 27, 1934.

Mr. Edgar Markham, Executive Secretary
Grain Exchanges Code Authority
603 Hibbs Building
Washington, D. C.

Dear Mr. Markham:

The National Industrial Recovery Board instructs me to acknowledge your letter of May 14, 1934, informing it that there are no occupations which the Code Authority for the Grain Exchanges Industry considers hazardous. After consultation with the various advisory boards, this statement is hereby approved.

By direction of the National Industrial Recovery Board.

Armin W. Riley
Division Administrator.

EXHIBIT 71

HOUSEHOLD ICE REFRIGERATOR INDUSTRY

I. Occupations involving general hazards:

1. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.

When foundries are found;

5. All work in the foundry proper.
6. All cleaning or grinding operations in foundries.
7. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
8. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
9. In the cutting or welding of metals by gas or electricity.
10. In or in connection with hot galvanizing or tinning processes.

II. Occupations involving specific mechanical hazards - machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines)

12. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
13. Metal-cutting machines having a guillotine action.
14. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
15. Power-driven metal planing machines.
16. Circular saws used in the cutting of metals.
17. Wire stitching machinery.
18. Machinery having a heavy rolling or crushing action.
19. Machinery used in the cold rolling of heavy metal stock.
20. Boring mills.
21. Power shears of all kinds.
22. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
23. Operation of power-driven woodworking machinery or as off-bearer.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

24. In oiling, cleaning or wiping machinery in motion.
25. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

26. All work involving exposure to acid in connection with pickling of sheet plate.
27. All work in spray painting.
28. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form or at a temperature sufficient to vaporize lead.
29. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.
30. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
31. In the use of dangerous dyestuffs.
32. Lead soldering work.
33. Work involving exposure to chromic acids, chromates, or bi-chromates.
34. Work involving excessive exposure to corrosive substances.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 72

ICE CREAM CONE INDUSTRY

I. Occupations involving specific mechanical hazards - machine work

1. In the operation of mixing machines.
2. In the operation of any and all power-driven machinery and cone manufacturing machinery.
3. In oiling, cleaning or wiping machinery or shafting in motion.
4. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving general hazards

5. As drivers or assistants to drivers of motor vehicles or as helpers to delivery boys on motor vehicles.
6. In, or assisting in, the operation of gas, oil or steam engines or other prime movers.
7. In the care, custody, operation or repair of elevators,

cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.

8. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).

EXHIBIT 73

IMPORTED DATE PACKING INDUSTRY

I. Occupations involving specific mechanical hazards - machine work

1. Oiling, cleaning, or wiping machinery or shafting in motion.
2. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving general hazards

3. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
4. In, or assisting in, the operation of gas, oil or steam engines or other prime movers.
5. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
6. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).

EXHIBIT 74

IMPORTING TRADE

I. Occupations involving general hazards

1. As drivers or assistant drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association or (2) of elevators equipped only for automatic operation.
3. In all loading and unloading operations (from trucks, trains, ships, etc.) where lifting is done by hand.

<u>If power-driven machinery is used in conveying or handling material, the following should be added</u>:

4. In handling, loading or unloading goods where power-driven machinery is used for conveying or handling.
5. In switching or in operating railroad equipment.
6. In dock or marine work.

EXHIBIT 75

INDUSTRIAL OIL BURNING EQUIPMENT MANUFACTURING INDUSTRY

I. Occupations involving specific mechanical hazards - machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

1. Grinding, abrasive, polishing, or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
4. Power-driven metal planing machines.
5. Circular saws used in the cutting of metals.
6. Machinery having a heavy rolling or crushing action, such as corrugating rolls.
7. Machinery used in the cold rolling of heavy metal stock.
8. Boring mills.
9. Power shears of all kinds.
10. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
11. All occupations in connection with power-driven woodworking machinery.

Exception - Apprentices. Employment on any of the above named machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship to a trade.

12. In oiling, cleaning, or wiping machinery or shafting in motion.
13. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving health hazards.

14. Work involving exposure to chromic acids, chromates, or bichromates.
15. Work involving exposure to corrosive substances.
16. All work in spray painting.

III. Occupations involving general hazards

17. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
18. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
19. In, or assisting in, the operation of gas, oil or steam engines used as prime movers.
20. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
21. In the cutting or welding of metals by gas or electricity.

In establishments in the industry where foundry work is done.

22. All work in the foundry proper.
23. In ferrous and non-ferrous foundries, all chipping or grinding operations.
24. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
25. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work

EXHIBIT 76

INDUSTRIAL SAFETY EQUIPMENT INDUSTRY AND TRADE

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In, or assisting in, the operation of gas, oil or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
5. In the cutting or welding of metals by gas or electricity.
6. In, or in connection with, hot galvanizing or tinning processes.
7. In, or in connection with, all processes in the manufacture of rubber goods.
8. Filling ampules and canisters.
9. Electric cutting
10. Sewing machines.
11. Riveting machines.
12. Punch press - foot and power.
13. Soldering.
14. Grinding machinery.
15. Lathes - Shears - Saws - Planes.
16. Dies - Clickers.
17. Sanders.
18. Wire stitchers.
19. Acid handling.
20. Rubber processing.
21. Shipping and receiving.
22. Oxygen filling apparatus.
23. Glass handling.
24. Spray painting.
25. Fumes - Filling ampules and canisters.
26. Silicon dioxide - from grinding.

EXHIBIT 77

INSECTICIDE AND DISINFECTANT MANUFACTURING INDUSTRY

I. Health Risks

No person under eighteen (18) shall do any work in which exposure to the following substances may occur:

1. Arsenic and/or its compounds.
2. Lead " " " "
3. Cyanides.
4. Phenols and their homologues.
5. Other compounds of high toxicity.

II. Mechanical Hazards

6. Power operated mixing machinery.
7. In oiling, cleaning, or wiping machinery or shafting in motion.
8. In applying belts to pulleys in motion or assisting therein.

III. General Hazards

9. As drivers of trucks or other motor vehicles or as helpers or delivery boys on motor vehicles.
10. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.
11. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
12. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

EXHIBIT 78

KNITTING, BRAIDING AND WIRE COVERING MACHINE INDUSTRY

1. Metal-cutting machines having a guillotine action.
2. Machinery used in the cold rolling of heavy metal stock.
3. Metal plate bending machines handling material of more than 0.2145" in thickness.
4. Power-driven metal planing machines.
5. Circular saws used in the cutting of metals.
6. Power shears of all kinds.
7. Boring mills.
8. In oiling, cleaning or wiping machinery or shafting in motion.
9. In applying belts to pulleys in motion or assisting therein.

Exceptions: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

EXHIBIT 79

LADDER MANUFACTURING INDUSTRY

I. Occupations involving general hazards

9791 1. Firing of steam or water boilers (except boilers of not more

than 15 pounds used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work prohibition to apply to operating, assisting in operating, or taking material from the following machines)

5. All occupations in connection with power-driven woodworking machinery.

   Exception: Apprentices: Employment on the above-named types of machinery may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

6. In oiling, cleaning or wiping machinery in motion.
7. In applying belts to a pulley in motion or assisting therein.
8. All work in spray painting.
9. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form or at a temperature sufficient to vaporize lead.
10. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.

III. Occupations involving health hazards

11. Work involving exposure to benzol or any benzol compound which is violate or which can penetrate the skin.

Note: If metal ladders are made, add, under item II.

Grinding, abrasive, polishing or buffing wheels, provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
Metal-cutting machines having a guillotine action.
Machinery used in the cold rolling of heavy metal stock.
Metal plate bending machines handling material of more than 0.2145 inch in thickness.
Power-driven metal planing machines.
Circular saws used in the cutting of metals.
Boring mills.
Machinery having a heavy rolling or crushing action.
Power shears of all kinds.
Punch presses or stamping machines if the clearance between the ram and die or the stripper exceeds one-fourth inch.
In the cutting or welding of metals by gas or electricity.
In, or in connection with, hot galvanizing or tinning processes.

EXHIBIT 80

LINSEED OIL MANUFACTURING INDUSTRY

Chemists: General laboratory work, chemical control of processes and refinery supervision.
Mill Wrights: Maintenance and repairing of all machinery.
Oil House Foreman and Helpers: Filling and shipping all orders.
Heat Tenders: In charge of hydraulic pressing (oil manufacturing) crew, and operation of these units.
Pressmen: Operating hydraulic machinery in the manufacture of linseed oil.

Cooperers: Conditioning wood and steel barrels for oil containers.
Grain Elevator Men: Receiving and shipping of flax and in charge of all machinery pertaining thereto.
General Workmen: Sacking of feed, trucking, coal handling, and unloading of flax. Removing chemicals from containers.
Tailor: Repairing hair cloth mats used in hydraulic machines. (Uses sewing machine.)

EXHIBIT 81

LIVE POULTRY INDUSTRY OF THE METROPOLITAN AREA IN AND ABOUT THE CITY OF NEW YORK

1. Operation of hand trucks gasoline vehicles or vehicles of any kind, wagons, and passenger or freight elevators.
2. Work as chauffeurs, drivers, teamsters.
3. Work at disinfecting.
4. Work in abbatoirs, poultry markets, and slaughter houses.
5. Work as cooper, loader, or unloader.

EXHIBIT 82

MACARONI INDUSTRY

1. Dough mixing.
2. Dough braking.
3. Kneading.
4. Oiling cleaning, or wiping machinery in motion.
5. Supplying belts to a pulley in motion or assisting therein.
6. Taking care of, operating, or repairing elevators, cranes, derricks, or other hoisting apparatus, except operating (1) dumb-waiters as defined by the American Standards Association or (2) elevators equipped only for automatic operation.
7. Assisting in the operation of gas, oil, or steam engines used as prime movers.

EXHIBIT 83

RAGS AND WASTE MANUFACTURING INDUSTRY

1. Drivers or assistants to drivers of motor vehicles or helpers or delivery boys on motor vehicles.
2. Operating or assisting in the operation of gas, oil, or steam engines or other prime movers.
3. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
4. The care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
5. Operating, assisting in operating, or taking material from picker machines or laundry machines.
6. Oiling, cleaning or wiping machinery in motion.
7. Applying belts to a pulley in motion or assisting therein.
8. Handling of unsterilized rags.

EXHIBIT 84

MANUFACTURING AND WHOLESALE SURGICAL INDUSTRY

1. Punching press operation.
2. Drop forging operations.
3. Operations connected with cyanide furnaces.
4. Operation of elevators.
5. Truck driving.
6. Acid and caustic dipping and pickling. (In plating and cleaning operations and processes).
7. Work on high-speed woodworking machinery.
8. Metal spinning.
9. Mill-wrighting and oiling of moving machinery and shafting.
10. As drivers of trucks or other motor vehicles, or as helpers to drivers, or to deliver goods from trucks or other motor vehicles.
11. In the cutting or welding of metals by gas or electricity.
12. Grinding, abrasive, polishing, or buffing wheels, except wet grinding wheels; provided that apprentices, operating under conditions of bona-fide apprenticeship may grind their own tools.

EXHIBIT 85

MARINE AUXILIARY MACHINERY INDUSTRY

I. Occupations involving specific mechanical hazards--Machine Work

1. Grinding, abrasive, polishing, or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Machinery used in the cold rolling of heavy metal stock.
4. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
5. Power-driven metal planing machines.
6. Circular saws used in the cutting of metals.
7. Boring mills.
8. Power shears of all kinds.
9. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
10. Machinery having a heavy rolling or crushing action.
11. Woodworking machinery (where wood is used).

Exception--Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

12. In oiling, cleaning, or wiping machinery or shafting in motion.
13. In applying belts to pulleys in motion or assisting therein.

II. Plant and outside maintenance.

14. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.

15. In or assisting in the operation of gas, oil, or steam engines used as prime movers.
16. In the operation, custody, or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association or (2) elevators equipped only for automatic operation.
17. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

III. Foundries

18. In ferrous and non-ferrous foundries, all work in the foundry proper.
19. All cleaning or grinding operations in foundries.
20. In malleable foundries, operations involving handling of heated castings etc., in connection with annealing work.
21. All work in non-ferrous foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.

IV. Occupations involving health hazards.

(These are involved in painting and plating processes necessary in finishing some of the products of the industry).

22. Work involving exposure to chromic acids, chromates, or bichromates.
23. Work involving excessive exposure to corrosive substances.
24. All work in spray painting.

V. Other

25. All occupations in forging shops.
26. In the cutting or welding of metals by gas or electricity.
27. In hot galvanizing or tinning processes.
28. All occupations in connection with heat treatment of metals.

EXHIBIT 86

MARKING DEVICES INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
3. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation (1) of dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
4. Work with forging hammers, whether on hot or cold work.

II. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

5. Grinding, abrasive, polishing, or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
6. Metal-cutting machines having a guillotine action.
7. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
8. Power-driven metal planing machines.
9. Circular saws and band saws.
10. Wire stitching machinery.
11. Machinery having a heavy rolling or crushing action, such as corrugating rolls.
12. Machinery used in the cold rolling of heavy metal stock.
13. Boring mills.
14. Power shears of all kinds.
15. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
16. Engraving machines.

Exceptions-- Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

17. In oiling, cleaning, or wiping machinery in motion.
18. In applying belts to a pulley in motion or assisting therein.

III. Occupations involving health hazards

19. Lead soldering work.
20. All work involving exposure to acid in connection with pickling of sheet plate.
21. All work involving exposure to chromic acids, chromates, or bichromates.
22. All work involving exposure to corrosive substances.
23. All work in spray painting.
24. In all processes where substances containing lead or its compounds are used.
25. In processes where materials producing a silicosis hazard are present.
26. Work involving exposure to nitro or amido derivatives of benzol or toluol or other derivatives of benzol.

EXHIBIT 87

MEDIUM AND LOW PRICED JEWELRY MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. In or assisting in the operation of gas, oil, or steam engines or other prime movers.

2. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
3. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
4. In the cutting or welding of metals by gas or electricity.
5. In or in connection with hot galvanizing or tinning processes.
6. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.

II. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

7. Circular saws used in the cutting of metals.
8. Boring mills.
9. Power shears of all kinds.
10. Wire stitching machinery.
11. Machinery having a heavy rolling or crushing action.
12. In oiling, cleaning, or wiping machinery or shafting in motion.
13. In applying belts to pulleys in motion or assisting therein.
14. Punch presses or stamping machines if the clearance between the ram and the die or stripper exceeds one-quarter inch.

III. Occupations involving health hazards

15. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form, or at a temperature sufficient to vaporize lead.
16. In processes where quartz or any other form of silicon dioxide or an asbestos silicare is present in powdered form.
17. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
18. In the use of dangerous dye-stuffs.
19. Work involving excessive exposure to corrosive substances.

EXHIBIT 88

MERCHANT AND CUSTOM TAILORING INDUSTRY

1. As drivers of trucks or other motor vehicles or as helpers or delivery boys on same.
2. Lifting of heavy weights (80 lbs maximum).
3. In the operation, custody, or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumb-waiters as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).

EXHIBIT 89

METAL HAT DIE AND WOOD HAT BLOCK INDUSTRY

I. Occupations Involving General Hazards

1. All work in the foundry proper
2. All cleaning or grinding operations in foundries.
3. All work in foundries which involves the handling of metallic lead.

Explanation: Practically all work in the foundry proper involves either exposure to the hazards of melted metal and, in nonferrous foundries, to lead or zinc and involves a silicosis hazard.

4. In the cutting or welding of metals by gas or electricity.
5. In or in connection with hot galvanizing or tinning processes.
6. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes)
7. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
8. In or assisting in the operation gas, oil, or steam engines or other prime movers.
9. In the care, custody, operation or repair of elevators, cranes, or derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.

II. Occupations Involving Specific Mechanical Hazards - Machine Work (Prohibitions to apply to operating, assisting in operating or taking material from the following machines.)

10. Grinding, abrasive, polishing, or buffing wheels; provided, that apprentices operating under conditions of bona fide apprenticeship may grind their own tools
11. Metal-cutting machines having a guillotine action
12. Machinery used in the cold rolling of heavy metal stock
13. Metal plate bending machines handling material of more than 0.2145 inch in thickness
14. Power-driven metal planing machines
15. Circular saws used in the cutting of metals
16. Boring mills and boring operations performed on other machines
17. Power shears of all kinds
18. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch
19. All occupations in connection with power-driven woodworking machinery

Exception: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

20. In oiling, cleaning or wiping machinery in motion
21. In applying belts to a pulley in motion or assisting therein.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a Trade, Occupation or Industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 90

METAL HOSPITAL FURNITURE MANUFACTURING INDUSTRY

I. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating or assisting in operating the following machines.)

1. Grinding, abrasive, polishing, or buffing wheels, provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
4. Circular saws in the cutting of metals.
5. Power shears of all kinds.
6. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceed one-fourth inch.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

7. In oiling, cleaning, or wiping machinery or shafting in motion.
8. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving health hazard.

9. All work in spray painting.

III. Occupations involving general hazards

10. In foundries (ferrous or nonferrous), all work in the foundry proper.
11. All shipping or grinding operations in foundries.
12. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
13. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
14. As drivers of trucks or other motor vehicles or as helpers or delivery boys in such vehicles.
15. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
16. In the operation, custody, or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumb-waiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
17. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes)
9791 18. In the cutting or welding of metals by gas or electricity.

EXHIBIT 91

METAL TANK MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. Welding.
2. Sand blasting.
3. Testing of tanks.
4. Lead burning
5. Firing of steam or water boilers (except steam or water boilers of not more than 15 lbs. pressure used solely for heating purposes).
6. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (a) dumb-waiters as defined by the American Standards Association, or (b) elevators equipped only for automatic operation.
7. In or in connection with hot galvanizing or tinning processes.
8. Cutting or welding of metals by gas or electricity.
9. In oiling, cleaning, or wiping machinery in motion.
10. In applying belts to a pulley in motion or assisting therein.

II. Occupations involving specific mechanical hazards -- machine work. (Prohibition to apply to operating, assisting in operating or taking material from the following machines by employees under 18 years, except in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship. Employees under 18 years may be used as off-bearers from such machines only in case all moving parts and points of operation of such machines are so guarded, protected, and/or arranged that employees acting as off-bearers cannot come in contact with them; also, provision shall be made such that the articles being offborne cannot be thrown by such machines in a manner to cause injury to the off-bearer. Further, each employer shall maintain or cause to be maintained supervision adequate to insure the above conditions to be fulfilled. Persons removing stock from a point remote from the machine are not included in this prohibition.)

1. Grinding, abrasive, polishing, or buffing wheels.
2. Metal-cutting machines having a guillotine action
3. Machinery used in the cold rolling of heavy metal stock.
4. Metal plate bending machines handling material of more than 0.2145. inches in thickness.
5. Power-driven metal planing machines.
6. Circular saws used in the cutting of metal.
7. Boring Mills.
8. Machinery having a heavy rolling or crushing action such as corrugating rolls.
9. Power shears of all kinds.
10. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

EXHIBIT 92

METAL WINDOW INDUSTRY

I. Occupations Involving General Hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.
5. In the cutting or welding of metals by gas or electricity.
6. In or in connection with hot galvanizing or tinning processes.

II. Occupations Involving Specific Mechanical Hazards -- Machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

7. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
8. Metal-cutting machines having a guillotine action.
9. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
10. Power-driven metal planning machines.
11. Circular saws used in the cutting of metals.
12. Machinery used in the cold rolling of heavy metal stock.
13. Machinery having a heavy rolling or crushing action, such as corrugating rolls.
14. Boring mills/
15. Power shears of all kinds.
16. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

Exception: Employment or any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

17. In oiling, cleaning, or wiping machinery in motion.
18. In applying belts to a pulley in motion or assisting therein.

Apprentices shall be defined as "Those who are regularly indentured under contract to the Industry, for a sufficient period of time to be syst systematically advanced through the various operations, shops, departments, etc., of a Trade, Occupation or Industry, and who receives educational training in an organized educational institution during a portion of their working time."

EXHIBIT 93

MOPSTICK INDUSTRY

I. Occupations Involving General Hazards:

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped for automatic operation.

II. Occupations Involving Specific Mechanical Hazards--Machine Work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines):

5. All occupations in connection with power driven wood-working machinery.

Exception: Employment on any of the above named machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

6. In oiling, cleaning or wiping machinery in motion.
7. In applying belts to a pulley in motion or assisting therein.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a Trade, Occupation or Industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 94

MUSICAL MERCHANDISE MANUFACTURING INDUSTRY

I. Occupations involving general hazards:

1. As drivers, or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In, or assisting in, the operation of gas, oil or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.

4. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
5. In the cutting or welding of metals by gas or electricity.

II. Occupations involving specific mechanical hazards - machine work

6. Grinding, abrasive, polishing, or buffing wheels.
7. Metal-cutting machines having a guillotine action.
8. Machinery used in the cold rolling of heavy metal stock.
9. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
10. Power-driven metal planing machines.
11. Circular saws used in the cutting of metals.
12. Boring mills.
13. Power shears of all kinds.
14. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
15. Wire stitching machinery.
16. Machinery having a heavy rolling or crushing action.
17. Molding, splitting, rolling, perforating, stamping, dieing-out, embossing, burnishing, clicking, skiving, stripping or buffing machines used in the leather industry.
18. All occupations carried on in connection with power-driven woodworking machinery.
19. In oiling, cleaning or wiping machinery or shafting in motion.
20. In applying belts to pulley in motion or assisting therein.

III. Occupations involving health hazards

21. Lead soldering work.
22. All work involving exposure to acid in connection with pickling of sheet plate.
23. Work involving exposure to benzol or any benzol compound which is volative or which can penetrate the skin.
24. In the use of dangerous dyestuffs.
25. All work in spray painting.

EXHIBIT 95

NONFERROUS AND STEEL CONVECTOR MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes.)
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting, in the operation of gas, oil, or steam engines or other prime movers.

4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.

In the care of foundry work in the industry:

5. All work in the foundry proper.
6. All cleaning or grinding operations in foundries.
7. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
8. In malleable foundries, operations involving handling of heate castings, etc., in connection with annealing work.
9. In the cutting or welding of metals by gas or electricity.
10. In, or in connection with hot galvanizing or tinning processes.

II. Occupations involving specific mechanical hazards - machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines)

11. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
12. Metal-cutting machines having a guillotine action.
13. Metal plate bending machines handling material of more than 0.2143 inch in thickness.
14. Power-driven metal planing machines.
15. Circular saws used in the cutting of metals.
16. Wire stitching machinery.
17. Machinery having a heavy rolling or crushing action.
18. Machinery used in the cold rolling of heavy metal stock.
19. Boring mills.
20. Power shears of all kinds.
21. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

22. In oiling, cleaning or wiping machinery in motion.
23. In applying belts to a pulley in motion or assisting therein.

III. Occupations involving health hazards

24. All work involving exposure to acid in connection with pickling of sheet plate.
25. All work in spray painting.
26. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form or at a temperature sufficient to vaporize lead.

27. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.
28. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
29. Lead soldering work.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time.

31. Work involving exposure to chromic acids, chromates, or bichromates.
32. Work involving excessive exposure to corrosive substances.

EXHIBIT 96

NONFERROUS SCRAP METAL TRADE

1. Breaking and sorting of battery plates.
2. The burning of battery boxes.
3. The operation of shears.
4. Drivers or assistants to drivers of motor vehicles or helpers on motor vehicles.

If hoisting apparatus is used in the industry

5. Operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except the operation of dumbwaiters as defined by the American Standards Association, or elevators equipped only for automatic operation.

EXHIBIT 97

OPEN PAPER DRINKING CUP AND ROUND NESTING PAPER CONTAINER INDUSTRY

I. Occupations involving mechanical hazards

1. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods, if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
2. Paper-cutting machines having a guillotine action.
3. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
4. Power shears of all kinds.

5. Power-driven printing presses.

Exception--Apprentices: Employment on any of the above machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

6. In oiling, cleaning, or wiping machinery or shafting in motion.
7. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving general hazards. (Plant and outside maintenance.)

8. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
9. In or assisting in the operation of gas, oil, or steam engines used as prime movers.
10. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
11. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumb-waiters, as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.

III. Where plating is done.

12. Work involving exposure to chromic acids, chromates or bichromates.
13. Work involving excessive exposure to corrosive substances.

EXHIBIT 98

ORNAMENTAL MOLDING, CARVING AND TURNING INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.)
2. As drivers of motor vehicles or as delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
5. In the handling of lumber weighing more than 75 pounds per board or in the lifting, lowering, and/or carrying of objects weighing more than 75 pounds.

II. Occupations involving specific mechanical hazards - machine work (Prohibition to apply to operating or assisting in operating, except as offbearer, the following machines)

6. Operation of lathes or of wood-working machinery involving the use of moving knives, saws, drills, bits and/or cutters.
7. Machinery having a heavy rolling or crushing action.
8. Roller mixers, pug mills, putty chasers, or molding machinery of the pressure type.
9. Punch presses, embossing presses, or stamping machines if the clearance between the ram and the die or the stripper or the work exceeds one-fourth inch.
10. In the operation of metal-working milling machines, lathes, drill presses, shapers, planers, grinding, or similar machines.
11. In oiling, cleaning, or wiping machinery in motion.
12. In applying belts to a pulley in motion or assisting therein.

III. Occupations involving health hazards

13. All work in spray painting.
14. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form or at a temperature sufficient to vaporize lead.
15. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form except processes involving the use of sand-paper, sand-cloth or sand-belts.
16. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.

EXHIBIT 99

PACKAGE MEDICINE INDUSTRY

I. Occupations involving machine hazards

1. In oiling, cleaning, or wiping machinery or shafting in motion.
2. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving general hazards

3. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
4. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
5. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
6. In the cutting or welding of metals by gas or electricity.

III. Materials involving special hazards in handling

7. The handling of phosphorus.
8. The handling of radium.
9. The handling of caustic acids.
10. The handling of hydrocyanic acid.
11. The handling of oil of bitter almonds, USP.

EXHIBIT 100

PACKAGING MACHINERY INDUSTRY AND TRADE

I. Occupations involving general hazards

1. In foundries (ferrous or nonferrous) all work in the foundry proper.
2. All cleaning or grinding operations in foundries.
3. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
4. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
5. In the cutting or welding of metals by gas or electricity.
6. In or in connection with hot galvanizing or tinning processes.
7. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
8. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
9. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
10. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operation, or taking material from the following machines).

11. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
12. Metal-cutting machines having a guillotine action.
13. Machinery used in the cold rolling of heavy metal stock.
14. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
15. Power-driven metal planing machines.
16. Circular saws used in the cutting of metals
17. Boring mills.
18. Power shears of all kinds.
19. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
20. Wire stitching machinery.
21. Machinery having a heavy rolling or crushing action.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

22. In oiling, cleaning or wiping machinery or shafting in motion.
23. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

24. All work in spray painting.
25. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
26. Work involving exposure to chromic acids, chromates, or bi-chromates.
27. Work involving excessive exposure to corrosive substances.
28. Lead soldering work.
29. All work involving exposure to acid in connection with pickling of sheet plates.

Apprentices shall be defined as "those who are regularly indentured under contract tothe industry, for a sufficient period of time to be systemtically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training during a portion of their working time in an organized educational institution."

EXHIBIT 101

PAPER BOX MACHINERY INDUSTRY AND TRADE

I. Occupations Involving General Hazards

1. In foundries (ferrous or non-ferrous), all work in the foundry proper.
2. All cleaning or grinding operations in foundries.
3. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
4. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
5. In the cutting or welding of metals by gas or electricity.
6. In or in connection with hot galvanizing or tinning processes.
7. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
8. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
9. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
10. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

II. Occupations Involving Specific Mechanical Hazards -- Machine Work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

11. Grinding, abrasive, polishing, or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
12. Metal-cutting machines having a guillotine action.
13. Machinery used in the cold rolling of heavy metal stock.
14. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
15. Power-driven metal planing machines.
16. Circular saws used in the cutting of metals.
17. Boring mills.
18. Power shears of all kinds.
19. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
20. Wire stitching machinery.
21. Machinery having a heavy rolling or crushing action.

Exception: Apprentices: Employment on any of the above named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

22. In oiling, cleaning or wiping machinery or shafting in motion.
23. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

24. All work in spray painting.
25. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
26. Work involving exposure to chromic acids, chromates, or bichromates.
27. Work involving excessive exposure to corrosive substances.
28. Lead soldering work.
29. All work involving exposure to acid in connection with pickling of sheet plate.

EXHIBIT 102

PAPER DISC MILK BOTTLE CAP INDUSTRY

I. Occupations Involving General Hazards

1. Firing of steam of water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

II. Occupations Involving Specific Mechanical Hazards--Machine Work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

1. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods, if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
2. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
3. Power shears of all kinds.

   Exception: Apprentices: Employment on any of the above machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.
4. In oiling, cleaning, or wiping machinery or shafting in motion.
5. In applying belts to pulleys in motion or assisting therein.
6. Power driven printing presses.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the

various operations, shops, departments, etc, of a Trade, Occupation or Industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 103

PAPER MAKERS FELT INDUSTRY

I. Occupations involving specific mechanical hazards--machine work
   1. Carding.
   2. Picking.
   3. Weaving.
   4. Washing.
   5. Extracting.
   6. Fulling.
   7. Napping.

II. Occupations involving general hazards
   8. As drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
   9. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumb-waiters, as defined by the American Standards Association or (2) elevators equipped only for automatic operation.
   10. In oiling, cleaning, or wiping machinery or shafting in motion.
   11. In applying belts to pulleys in motion or assisting therein.
   12. Handling of heavy weights.

EXHIBIT 104

PAPER STATIONERY AND TABLET MANUFACTURING INDUSTRY

I. Occupations involving general hazards
   1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
   2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
   3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
   4. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, and (2) elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--Machine Work
(Prohibition to apply to operating, assisting in operating, or taking material from the following machines:)
   1. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods, if the clearance

between the ram and the die or the stripper exceeds one-fourth inch.
2. Paper cutting machines having a guillotine action.
3. Paper punches or line perforators.
4. Creasers, slitters, or plating rolles used in the manufacture of paper and paper products which are not guarded at the point of operation.
5. In oiling, cleaning, or wiping machinery or shafting in motion.
6. Applying belts to pulleys in motion or assisting therein.

Where Printing is Done

1. Power-driven printing presses.
2. Monotype or linotype machines.
3. Embossing machinery used in the printing industry.
4. Clowing out type cases in printing shops.
5. Cleaning linotype plungers in printing shops.
6. Dry sweeping and cleaning in printing shops.
7. In melting operations in printing shops.

EXHIBIT 105

PERFUME, COSMETIC AND OTHER TOILET PREPARATIONS INDUSTRY

I. Occupations involving machine hazards

1. In oiling, cleaning or wiping machinery or shafting in motion.
2. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving general hazards

3. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
4. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
5. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
6. In the cutting or welding of metals by gas or electricity.
7. Handling of caustic and inflammable materials in bulk.

EXHIBIT 106

PETROLEUM EQUIPMENT INDUSTRY AND TRADE

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.

3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
5. In the cutting or welding of metals by gas or electricity.
6. In or in connection with hot galvanizing or tinning processes.
7. All occupations in steel tube and cast iron pipe manufacturing.
8. In the heat treatment of metals.
9. All Occupations in forging shops.
10. Manufacturing, transportation, or handling of explosives of highly inflammable substances.

In cases of foundry work in the industry

11. All work in the foundry proper.
12. All cleaning or grinding operations in foundries.
13. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
14. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.

II. Occupations involving specific mechanical hazards--Machine work. (Prohibition to apply to operating assisting in operating, or taking material from the following machines.)

15. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
16. Metal-cutting machines having a guillotine action.
17. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
18. Power-driven metal planing machines.
19. Circular saws used in the cutting of metals.
20. Wire stitching machinery.
21. Machinery having a heavy rolling or crushing action.
22. Machinery used in the cold rolling of heavy metal stock.
23. Boring mills.
24. Power shears of all kinds.
25. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
26. Operation of wood-working machinery or as off bearer.
27. Roller mixers, pug mills, or putty chasers.
28. Wire drawing machines.
    Exception: Work on fine sizes of wire commonly drawn through diamond dies.

Exception - Apprentices - Employment of any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bonafide apprentices.

29. In oiling, cleaning, or wiping machinery or shafting in motion.

30. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

31. Lead soldering work.
32. All work involving exposure to acid in connection with pickling of sheet plate.
33. All work in spray painting.
34. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form, or at a temperature sufficient to vaporize lead.
35. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.
36. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a Trade, Occupation or Industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 107

PHOTOGRAPHIC AND PHOTO FINISHING INDUSTRY

1. Any occupation which requires the use of or exposure to the Chemical "Metol".

EXHIBIT 108

PIANO MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. Lead soldering work.
2. All work involving exposure to acid in connecting with pickling of sheet plate.
3. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes.)
4. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
5. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
6. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
7. In the cutting or welding of metals by gas or electricity.
8. In or in connection with hot galvanizing or tinning processes.

Note: Some foundry work will be found in the industry; in such cases the following prohibitions apply:

In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
Moulding work, core making or other processes where such work exposes the worker either directly or indirectly to the hazards of melted metal or to lead or zinc fumes or which involves the silicosis hazard.
All cleaning or grinding operations.
All work which involves the handling of metallic lead.

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines)

9. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions and bona fide apprenticeship may grind their own tools.
10. Metal-cutting machines having a guillotine action.
11. Metal plate bending machines handling material of more than 0.2145" in thickness.
12. Power-driven metal planing machines.
13. Circular saws used in the cutting of metals.
14. Wire drawing machines, except work on fine sizes of wire commonly drawn through Diamond dies.
15. Machinery having a heavy rolling or crushing action, such as corrugating rolls.
16. Power shears of all kinds.
17. All work on saws.
18. Punch presses or stamping machines if the clearance between the ram and die or the stripper exceeds one-fourth inch.
19. All occupations in connection with power-driven woodworking machinery.
19a. Machinery used in the cold rolling of heavy metal stock.
19b. Boring mills.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship to a trade.

20. In oiling, cleaning or wiping machinery in motion.
21. In applying belts to a pulley in motion or assisting therein.

III. Occupations involving health hazards

22. In occupations involving exposure to bone or composition dust.
23. Work involving exposure to chromic acids, chromates or bichromates.
24. All work in spray painting.
25. Work involving exposure to corrosive substances.
26. Work involving exposure to nitro or amido derivatives of benzol or other derivatives of benzol.
27. In all processes where substances containing lead or its compounds are used.

28. In processes where quartz or other materials producing a silicosis hazard are present.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 109

PICTURE MOULDING AND PICTURE FRAME INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repaid of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

5. All occupations in connection with power-driven woodworking machinery.
6. In oiling, cleaning or wiping machinery in motion.
7. In applying belts to a pulley in motion or assisting therein.

III. Occupations involving health hazards

8. All work in spray painting.
9. In all processes where substances containing lead or its compounds are used.
10. In processes where quartz or other materials producing a silicosis hazard are present.
11. Work involving exposure to benzol.

EXHIBIT 110

PIPE NIPPLE MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. Drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.

2. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

6. In oiling, cleaning, or wiping machinery in motion.
7. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines):

1. Moulding work, core making, or other processes in foundries where such work exposes the worker either directly or indirectly to the hazards of melted metal, or to lead or zinc fumes, or which involves a silicosis hazard.
2. All cleaning or grinding operations.
3. All work which involves the handling of metallic lead, in foundries.
4. All malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
5. Grinding, abrasive, polishing, or buffing wheels; provided, apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
6. Metal-cutting machines having a guillotine action.
7. Machinery used in the cold rolling of heavy metal stock.
8. Metal plate bending machines handling material of more than 0.2450 inch in thickness.
9. Power-driven metal planing machines.
10. Circular saws used in the cutting of metals.
11. Boring mills.
12. Power shears of all kinds.
13. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
14. In the cutting or welding of metals by gas or electricity.
15. In or in connection with hot galvanizing or tinning processes.

EXHIBIT 111

PIPE ORGAN INDUSTRY

I. Occupations involving general hazards

1. In nonferrous foundries, all work in the foundry proper.
2. All cleaning or grinding operations in foundries.
3. All work in foundries involving exposure to molten lead or any molten lead alloy, or to dust of lead or of any lead alloy.
4. As drivers, or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
5. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
6. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
7. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
8. In the cutting or welding of metals by gas or electricity.
9. In, or in connection with, hot galvanizing or tinning processes.
10. In, or in connection with, all processes in the manufacture of rubber goods.

II. Occupations involving specific mechanical hazards--machine work

11. Grinding, abrasive, polishing, or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
12. Metal-cutting machines having a guillotine action.
13. Machinery used in the cold rolling of heavy metal stock.
14. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
15. Power-driven metal planing machines.
16. Circular saws used in the cutting of metals.
17. Boring mills.
18. Power shears of all kinds.
19. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
20. Wire stitching machinery.
21. Machinery having a heavy rolling or crushing action.
22. Molding, splitting, rolling, perforating, stamping, dieing-out embossing, burnishing, clicking, skiving, stripping or buffing machines used in the leather industry.
23. All occupations carried on in connection with power-driven woodworking machinery.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

24. In oiling, cleaning or wiping machinery or shafting in motion.
25. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

26. Lead soldering work.
27. All work involving exposure to acid in connection with pickling of sheet plate.
28. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
29. In the use of dangerous dyestuffs.
30. All work in spray painting.
31. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form, or at a temperature sufficient to vaporize lead.
32. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.
33. Work involving exposure to chromic acids, chromates or bichromates.
34. Work involving excessive exposure to corrosive substances.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 112

PLUMBING FIXTURES INDUSTRY

I. Occupations involving general hazards

1. In foundries (ferrous and nonferrous), all work in the foundry proper.
2. All cleaning or grinding operations in foundries.
3. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
4. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
5. In the cutting or welding of metals by gas or electricity.
6. In, or in connection with, hot galvanizing or tinning processes.
7. As drivers or assistants to drivers of motor vehicles, or as helpers or delivery boys on motor vehicles.
8. In, or assisting in, the operation of gas, oil or steam engines or other prime movers.
9. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or, (2) of elevators equipped only for automatic operation.
10. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines)

11. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
12. Metal-cutting machines having a guillotine action.
13. Machinery used in the cold rolling of heavy metal stock.
14. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
15. Power-driven metal planing machines.
16. Circular saws used in the cutting of metals.
17. Boring mills.
18. Power shears of all kinds.
19. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
20. Machinery having a heavy rolling or crushing action.
21. Roller mixers, pug mills, dry pans, putty chasers, forming processes or other molding machinery of the pressure type.
22. Where wood is used, all occupations carried on in connection with power driven woodworking machinery.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

23. In oiling, cleaning or wiping machinery or shafting in motion.
24. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

25. All work in spray painting.
26. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form, or at a temperature sufficient to vaporize lead.
27. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.
28. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
29. Work involving excessive exposure to corrosive substances.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who received educational training in an organized educational institution during a portion of their working time."

EXHIBIT 113

PORCELAIN BREAKFAST FURNITURE ASSEMBLING INDUSTRY

I. Occupations Involving General Hazards

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

II. Occupations Involving Specific Mechanical Hazards--Machine Work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

5. All occupations carried on in connection with power-driven woodworking machinery.

III. Occupations Involving Health Hazards.

6. All work in spray painting.
7. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.

EXHIBIT 114

POWDER PUFF INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines)

5. Dinking or dieing-out machines.
6. In oiling, cleaning, or wiping machinery in motion.
7. In applying belts to a pulley in motion or assisting therein.

EXHIBIT 115

PRECIOUS JEWELRY PRODUCING INDUSTRY

I. Occupations involving general hazards

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In, or assisting in, the operation of gas, oil or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
5. In the cutting or welding of metals by gas or electricity.
6. In, or in connection with, hot galvanizing or tinning processes.

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines)

7. Grinding, abrasive, polishing, or buffing wheels; provided that learners or apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
8. Metal-cutting machines having a guillotine action.
9. Machinery used in cold rolling of heavy metal stock.
10. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
11. Power-driven metal-planing machines.
12. Circular saws used in the cutting of metals.
13. Boring mills.
14. Power shears of all kinds.
15. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
16. Wire stitching machinery.
17. Machinery having a heavy rolling or crushing action.
18. In oiling, cleaning or wiping machinery or shafting in motion.
19. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

20. All work in spray painting.
21. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form or at a temperature sufficient to vaporize lead.
22. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powdered form.
23. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
24. In the use of dangerous dye-stuffs.
25. Work involving exposure to chromic acids, chromates, or bichromates.
26. Work involving excessive exposure to corrosive substances.
27. Work involving exposure to nitric, muriatic or sulphuric acids.

EXHIBIT 116

PRESERVE, MARASCHINO CHERRY AND GLACE FRUIT INDUSTRY

I. Occupations involving general hazards

1. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
2. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
3. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
4. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).

II. Occupations involving machine hazards

5. All work on cookers.
6. In oiling, cleaning, or wiping machinery or shafting in motion.
7. In applying belts to pulleys in motion or assisting therein.

EXHIBIT 117

PRINT ROLLER AND PRINT BLOCK MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. In the cutting or welding of metals by gas or electricity.
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
5. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).

II. Occupations involving specific mechanical hazards--machine work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

6. Grinding, abrasive, polishing or buffing wheels; <u>provided</u> that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
7. Metal-cutting machines having a guillotine action.
8. Wire stitching machinery.
9. Machinery having a heavy rolling or crushing action.
10. Power shears of all kinds.

11. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
12. Operating of power-driven wood-working machinery or as off-bearer.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the cases of minors between 16 and 18 years of age who are bona fide apprentices.

13. In oiling, cleaning, or wiping machinery or shafting in motion.
14. In applying belts to pulleys in motion or assisting therein.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 118

PRINTING EQUIPMENT INDUSTRY AND TRADE

I. Occupations Involving General Hazards.

1. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles, or as helpers or delivery boys on motor vehicles.
3. In, or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
5. In ferrous and nonferrous foundries, all work in the foundry proper.
6. All cleaning or grinding operations in foundries.
7. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
8. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
9. In the cutting or welding of metals by gas or electricity.
10. In or in connection with hot galvanizing or tinning processes.

II. Occupations Involving Specific Mechanical Hazards--Machine Work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

11. Grinding, abrasive, polishing, or buffing wheels.
12. Metal-cutting machines having a guillotine action.
13. Machinery used in the cold-rolling of heavy metal stock.

14. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
15. Power-driven metal planing machines.
16. Circular saws used in the cutting of metals.
17. Boring mills.
18. Power shears of all kinds.
19. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
20. Machinery having a heavy rolling or crushing action.
21. All occupations carried on in connection with power-driven woodworking machinery.
21a. Wire-stitching machinery.
22. In oiling, cleaning or wiping machinery or shafting in motion.
23. In applying belts to pulleys in motion or assisting therein.

III. Occupations Involving Health Hazards.

24. All work in spray painting.
25. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form, or at a temperature sufficient to vaporize lead.
26. Lead soldering work.
27. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
28. All work involving exposure to acid in connection with pickling of sheet plate.
29. Work involving exposure to chromic acids, chromates or bichromates.
30. Work involving excessive exposure to corrosive substances.

EXHIBIT 119

PRINTING INK MANUFACTURING INDUSTRY

I. Occupations involving specific mechanical hazards---machine work. (Prohibition to apply to operating or assisting in operating the following machines.)

1. Grinding or mixing machinery having a heavy rolling or crushing action, except laboratory equipment.
2. In oiling, cleaning, or wiping machinery or shafting in motion.
3. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving health hazards

1. Work involving exposure to the following ingrdients except in the laboratory.

lead	mercury
chromium	arsenic
phenol	paranitranilin

III. Occupations involving general hazards

1. Handling of highly inflammable substances in bulk.
2. As drivers of trucks or other motor vehicle or as helpers on such vehicles, except errand and like delivery boys.
3. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
4. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
5. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

EXHIBIT 120

RAW PEANUT MILLING INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (a) dumbwaiters as defined by the American Standards Association, or (b) elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

5. Machines for pressing oil.
6. Grinding machines.
7. In oiling, cleaning or wiping machinery or shafting in motion.
8. In applying belts to a pulley in motion or assisting therein.

EXHIBIT 121

READY-MADE FURNITURE SLIP COVERS MANUFACTURING INDUSTRY

1. In the operation, custody, or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
2. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.)
3. As drivers of motor trucks or other vehicles.
4. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
5. In oiling, cleaning, or repairing machinery or shafting in motion.
6. In applying belts to pulleys in motion or assisting therein.

EXHIBIT 122

READY-MIXED CONCRETE INDUSTRY

1. Work of drivers and assistant drivers of motor drawn vehicles.
2. Work on all mixing, screening, conveying, and material-handling equipment in operation.
3. Occupation on any work at an elevation of more than ten (10) feet above grade.
4. Work in connection with the maintenance of power equipment.
5. All stevedoring work, and clean up on barges, cars, et cetera, under clam-shells or other similar loading equipment.
6. Switching and work on or about railroad equipment.
7. Occupations connected with the generation of electrical energy and the outside erection, maintenance, or repair of electric wires.
8. Work in connection with inside installation, maintenance or removal of electric wires, and equipment at live voltage, or more than fifty (50) volts; work on dead lines to be permitted only when means are provided (as by locking switches open) to insure that lines remain electrically dead.
9. Work in connection with the operation of electrical utilization equipment or appliances at any voltage higher than 250 volts.

EXHIBIT 123

REAL ESTATE BROKERAGE INDUSTRY

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
3. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of
   (1) dumbwaiters as defined by the American Standards Association or
   (2) elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

EXHIBIT 124

RETAIL MONUMENT INDUSTRY

1. Shaping of carborundum wheels.
2. Operation of carborundum wheels.
3. In the operation of lathes.
4. In all other stone cutting or polishing
5. In oiling, cleaning, or wiping machinery in motion.
6. In applying belts to a pulley in motion or assisting therein.
7. All work in connection with the use of power operated mechanical equipment for loading, unloading, handling and conveying.
8. All work involving the lifting or handling of weights in excess of 80 lbs. by hand.
9. If waste material is utilized, in operating or assisting to operate crushing machines.
10. Sand blasting operations.

EXHIBIT 125

ROCK AND SLAG WOOL MANUFACTURING INDUSTRY

I. Occupations Involving General Hazards:

1. Firing, operating or attending cupolas for blowing rock or slag wool.

2. Drivers or assistants to drivers of motor vehicles.

3. Care, custody, operation or repair of elevators, cranes, derricks, or hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.

4. In or assisting in the operation of gas, oil, or steam engines or other prime movers.

5. Firing of steam or water boilers (except of not more than 15 lbs. pressure used solely for heating purposes).

II. Occupations Involving General Hazards in Machine Work

(Prohibition to apply to operating, assisting in operation or taking material from these machines.)

6. Machinery having a heavy crushing or rolling action. (Machine work operating or attending wool granulators.)

EXHIBIT 126

ROLLING STEEL DOOR MANUFACTURING INDUSTRY

I. Occupations Involving General Hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure, used solely for heating purposes.)
2. As drivers or assistants to drivers of motor vehicles, or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

4a. Installation:
This covers all occupations incident to the delivery and installation of rolling steel doors.

II. Occupations Involving Specific Mechanical Hazards--Machine Work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

5. In the cutting or welding of metals by gas or electricity.
6. In or in connection with hot galvanizing or tinning processes.
7. Grinding, abrasive, polishing, or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
8. Metal-cutting machines having a guillotine action.
9. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
10. Power-driven metal planing machines.
11. Circular saws used in the cutting of metals.
12. Wire stitching machinery.
13. Machinery having a heavy rolling or crushing action, such as corrugating rolls.
14. Machinery used in the cold rolling of heavy metal stock.
15. Boring mills.
16. Power shears of all kinds.
17. Punch presses or stamping machines if the clearance between the ram and die or the stripper exceeds one-fourth inch.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

18. In oiling, cleaning, or wiping machinery in motion.
19. In applying belts to a pulley in motion or assisting therein.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a Trade, Occupation or Industry, and who receive educational training in an organized educational institution during a portion of their working time."

III. Occupations involving health hazards

20. Lead soldering work.
21. All work involving exposure to acid in connection with pickling of sheet plate.

EXHIBIT 127

SAFETY RAZOR AND SAFETY RAZOR BLADE MANUFACTURING INDUSTRY

I. Occupations involving specific mechanical hazards - machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

1. Grinding, abrasive, polishing, or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Circular saws used in the cutting of metals.
4. Machinery having a heavy rolling or crushing action.
5. Power shears of all kinds.
6. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
7. Blade wrapping machines and cartoning machines.

Exception-Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

8. In oiling, cleaning, or wiping machinery or shafting in motion.
9. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving general hazards

10. As drivers or assistants to drivers of motor vehicles or helpers or delivery boys on motor vehicles.
11. In, or assisting in, the operation of gas, oil, or steam engines - used as prime movers.
12. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
13. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

EXHIBIT 128

SAND-LIME BRICK INDUSTRY

1. Crane operator.
2. Boiler engineer or fireman.
3. Lime handler or hydrator.
4. Pressman.
5. Cylinder man.
6. Platform man.
7. Loaders or unloaders of brick.
8. Repairmen or mechanics.

9. Drivers of trucks or other motor vehicles or helpers or delivery boys on such vehicles.
10. Operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus except operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
11. Oiling, cleaning, or wiping machinery or shafting in motion.
12. Applying belts to pulleys in motion or assisting therein.

EXHIBIT 129

SANITARY AND WATERPROOF SPECIALTIES MANUFACTURING INDUSTRY

I. Occupations Involving Specific Mechanical Hazards--Machine work. (Prohibition to apply to operating, assisting in operating, or taking material from these machines.)

In establishments in the industry which manufacture the materials, the following should be prohibited:

1. Power shears of all kinds.
2. Dicing-out machines.
3. Rolling machines.
4. In oiling, cleaning, or wiping machinery or shafting in motion.
5. In applying belts to pulleys in motion or assisting therein.

II. Occupations Involving Health Hazards

7. All occupations involved in rubberizing goods.

III. Occupations Involving General Hazards

8. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
9. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
10. In the care, custody, operation or repair of elevators, cranes derricks, ot other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
11. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.)

EXHIBIT 130

SANITARY MILK BOTTLE CLOSURE INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

1. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods, if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
2. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
3. Power shears of all kinds.

   Exception: Apprentices: Employment on any of the above machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

4. In oiling, cleaning, or wiping machinery or shafting in motion.
5. In applying belts to pulleys in motion or assisting therein.
6. Power-drive printing presses.

   Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, department, etc. of a Trade, Occupation or Industry, and who receive educational training in an organized educational institution during a portion of their working time".

EXHIBIT 131

SANITARY NAPKIN AND CLEANSING TISSUE INDUSTRY

1. Bleach house Employees
2. Paper Cutters

Machine Work

3. Power shears of all kinds
4. In oiling, cleaning or wiping machinery or shafting in motion
5. In applying belts to pulleys in motion or assisting therein

General Plant Hazards

6. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles
7. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers
8. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
9. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association or of (2) elevators equipped only for automatic operation.

EXHIBIT 132

SCRAP IRON AND STEEL TRADE INDUSTRY

I. Mechanical Risks
In or assisting in operation of:
1. Shears
2. Drops
3. Torches
4. Crushers
5. Hydraulic bundling
6. Winding machines
7. Breaking rails
8. Loading scrap

II. General outside and maintenance risks.

9. Operating or work on steam or electric railways of any kinds.
10. In the custody, operation, or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
11. In oiling, cleaning, or wiping machinery or shafting in motion.
12. In applying belts to pulleys in motion or assisting therein.
13. As drivers of trucks or other motor vehicles or as helpers or delivery boys on same.

14. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
15. In or assisting in the operation of gas, oil, or steam engines used as prime movers.
16. Lifting of heavy weights--(80 pound maximum)

EXHIBIT 133

SCRAP RUBBER TRADE

1. Drivers or assistants to drivers of motor vehicles or helpers on motor vehicles,

If hoisting apparatus is used in the industry.

2. Operation or repair of elevators, cranes, derricks, or other hoisting apparatus except the operation of dumbwaiters as defined by the American Standards Association, or elevators equipped only for automatic operation.

3. Operations such as (a) beading and (b) splitting which carry with them the ordinary hazard connected with high speed machinery which performs a cutting operation.

EXHIBIT 134

SECONDARY ALUMINUM INDUSTRY

1. All work in foundry proper.
2. All cleaning or grinding operations.
3. All work involving exposure to molten aluminum.
4. All employment on metal scrap.
5. Employment as drivers or assistants to drivers on motor vehicles or as helpers or delivery boys on motor vehicles.
6. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
7. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus.
8. In oiling, cleaning, or wiping machinery or shafting in motion.
9. In applying belts to pulleys in motion or assisting therein.

EXHIBIT 135

METALS INTO BRASS AND BRONZE ALLOYS IN INGOT FORM

1. All employment in or about metal scrap yards.
2. In or about smelters or other places in which the heating and melting of metals is carried on.

3. As drivers or assistants to drivers of motor vehicles or as helpers on motor vehicles.
4. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
5. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
6. In oiling, cleaning, or wiping machinery or shafting in motion.
7. In applying belts to pulleys in motion or assisting therein.

EXHIBIT 136

SMOKING PIPE MANUFACTURING INDUSTRY

I. Occupations Involving General Hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.

II. Occupations Involving Specific Mechanical Hazards -- Machine Work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.)

5. All occupations in connection with power-driven woodworking machinery.
6. Pug mills.

Exception: Employment on any of the above machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

7. In oiling, cleaning, or wiping machinery in motion.
8. In applying belts to a pulley in motion or assisting therein.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a Trade, Occupation or Industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 137

SOFT FIBRE MANUFACTURING INDUSTRY

1. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
2. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
3. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
4. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.)
5. In oiling, cleaning, or wiping hazardous machinery or shafting in motion.
6. In applying belts to pulleys in motion or assisting therein.
7. Dyeing and drying processes.
8. Patching and opening and softening.

EXHIBIT 138

SPICE GRINDING INDUSTRY

I. Occupations involving general hazards

1. In the operation, custody, or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

2. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.)

3. As drivers of motor trucks or other vehicles or as helpers or delivery boys on such vehicles.

4. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.

II. General machine hazards

5. In oiling, cleaning, or repairing machinery or shafting in motion.

6. In applying belts to pulleys in motion or assisting therein.

EXHIBIT 139

STEAM HEATING EQUIPMENT MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. In, or assisting in, the operation of gas, oil or steam engines or other prime movers.
3. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
4. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes.)
5. In foundries (ferrous and nonferrous), all work in the foundry proper.
6. All cleaning or grinding operations in foundries.
7. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
8. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
9. In the cutting or welding of metals by gas or electricity.
10. In, or in connection with, hot galvanizing or tinning processes.

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines)

11. Grinding, abrasive, polishing, or buffing wheels, provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
12. Metal cutting machines having a guillotine action.
13. Machinery used in the cold rolling of heavy metal stock.
14. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
15. Power-driven metal planing machines.
16. Circular saws used in the cutting of metals.
17. Boring mills.
18. Power shears of all kinds.
19. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

20. In oiling, cleaning or wiping machinery in motion.
21. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

22. All work in spray painting.

23. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
24. Work involving exposure to chromic acids, chromates, or bichromates.
25. Work involving excessive exposure to corrosive substances.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 140

SURGICAL DRESSINGS INDUSTRY

List of Hazardous Occupations.

A. Adhesive Plaster Department

1. Calendar Machines.
2. Adhesive Mass Mixer.
3. Rubber Grinders.
4. Rubber Cutters.

B. Sundries Department.

1. Punch Presses.

C. Maintenance Departments - jobs involving work on the following machines:

1. Edging Planer.
2. Band Saw.
3. Circular Saw.

D. General.

1. Box-forming equipment, stamping pressers and creasers.
2. Beater and single cylinder machine in paper department.
3. Any work on guillotine-type cutters.

Occupations Detrimental to Health

1. Mustard Plaster Spreading - Gasoline fumes.
2. Isinglass Court Plaster Spreading - Gasoline fumes.
3. Rolling Plaster of Paris Bandages - fumes and dust.
4. Mixing of Ingredients and filling - Dust from Chemical ingredients.

List of Occupations Involving General Hazards.

1. In oiling, cleaning, or wiping machinery or shafting in motion.
2. In applying belts to pulleys in motion or assisting therein.
3. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
4. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
5. In the care, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
6. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes.)

EXHIBIT 141

TAG INDUSTRY

I Occupations Involving General Hazards.

(a) Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
(b) As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
(c) In or assisting in the operation of gas, oil, or steam engines or other prime movers.
(d) In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of dumbwaiters, as defined by the American Standards Association, or of elevators equipped only for automatic operation.

II. Occupations Involving Specific Mechanical Hazards - Machine Work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines.

(e) Machinery of stamping or punch-press type used in the manufacture of paper or paper goods, if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
(f) Paper-cutting machines having a guillotine action.
(g) Paper punches or line perforators.
(h) Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rools used in the manufacture of paper and paper products which are not guarded at the point of operation.
(i) Power shears of all kinds.

Exception: Apprentices. Employment on any of the above machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

(j) In oiling, cleaning, or wiping machinery or shafting in motion.
(k) In applying belts to pulleys in motion or assisting therein.

Where Printing is done.

(l) Power-driven printing presses.
(m) Monotype or linotype machines.
(n) Embossing machinery used in the printing industry.
(o) Blowing out type cases, in printing shops.
(p) Cleaning linotype plungers, in printing shops.
(q) Dry sweeping and cleaning, in printing shops.
(r) In melting operations in printing shops.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops,

departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 142

TANK CAR SERVICE INDUSTRY

1. Sandblasting tank cars.
2. Cleaning tank cars.
3. Doing other repair work on the interior of tank cars.

EXHIBIT 143

TAPIOCA DRY PRODUCTS INDUSTRY

I. Occupations Involving Specific Mechanical Hazards--Machine work, (Prohibition to apply to operating, assisting in operation, or taking material from the following machines.)

1. Machines having a rolling or crushing action.
2. IF USED: Machines of the general type of dough brakes or mixing machines.
3. In oiling, cleaning, or wiping machinery or shafting in motion.
4. In applying belts to pulleys in motion or assisting therein.

II. Occupations Involving General Hazards

5. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
6. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
7. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
8. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

EXHIBIT 144

TEXTILE MACHINERY MANUFACTURING INDUSTRY

Hazardous occupations in the Industry from which minors under 18 are to be excluded and which are not specifically covered in the Code, are:

1. Firing of steam or water boilers (except boilers of not

more than 15 lbs. pressure used solely for heating purposes.).

2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
5. In foundries (ferrous or non-ferrous), all work in the foundry proper.
6. All cleaning or grinding operations in foundries.
7. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
8. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
9. In oiling, cleaning, or wiping machinery or shafting in motion.
10. In applying belts to pulleys in motion or assisting therein.

Where painting is carried on

11. All work in spray painting.
12. In all processes where substances containing lead or any of its compounds are used in a liquid or powered form, or at a temperature sufficient to vaporize lead.
13. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.

EXHIBIT 145

TEXTILE PRINT ROLLER ENGRAVING INDUSTRY

On the following machines, if used by a member of the industry:

1. Grinding, abrasive, polishing, or buffing wheels; provided that apprentices operating under conditions of a bona fide apprenticeship may grind their own tools.
2. Power-driven metal planing machines.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

3. In oiling, cleaning or wiping machinery or shafting in motion.
4. In applying belts to pulleys in motion or assisting therein.

In occupations involving exposure to-

5. Muriatic acid.

6. Nitric acid.
7. Sulphuric acid

Other substances having similar injurious properties.

In the following general plant and outside maintenance occupations:

8. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
9. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
10. In the operation or repair of elevators except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
11. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).

Apprentices shall be defined as "those who are regularly indentured under contract to the industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 146

TOY AND PLAYTHINGS INDUSTRY

1. Work performed in oiling, cleaning, or wiping machinery in motion.
2. Work performed in proximity to any unguarded belt or gearing.
3. In the care, custody, operation, or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association or (2) elevators equipped only for automatic operation.
4. In the cutting or welding of metals by gas or electricity.
5. Grinding, abrasive, polishing, or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
6. Metal-cutting machines having a guillotine action.
7. Power shears of all kinds.
8. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
9. All work in spray painting.
10. Band and circular saws.
11. Chromium plating.
12. Pulverizers and crushers.
13. Printing presses.
14. Lead soldering work.
15. Power presses.

16. Work performed in or assisting in the operation of gas, oil, or steam engines or other prime movers.
17. In the operation of power-driven woodworking machinery.
18. Paper-cutting machines having guillotine action.
19. Paper punches or line perforators.
20. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
21. Corner-staying, corner-cutting, or ending machines used in the paper box industry if the opening to meet the plunger exceeds one-fourth inch.

Exception: Such corner-staying machines equipped with an automatic device that will instantly stop the downward motion of the plunger should the finger of the operator come between the plunger and the anvil.

22. Embossing machinery used in the printing industry.
23. Blowing out type cases in printing shops.
24. Cleaning linotype plungers in printing shops.
25. Dry sweeping and cleaning in printing shops.
26. In melting operations in printing shops.
27. All processes in the manufacture of rubber or rubber goods, except in finishing, sorting, inspecting or packing.
28. All work in the foundry proper.
29. All cleaning or grinding operations in foundries.
30. All work in foundries involving exposure to molten lead or any molten lead alloy, or to dust of lead or of any lead alloy.
31. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
32. Power-driven metal planing machines.
33. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
34. In or in connection with galvanizing or tinning processes.
35. Wire stitching machinery.
36. Molding, splitting, rolling, perforating, stamping, dieing-out, embossing, burnishing, clicking, skiving, stripping or buffing machines used in the leather industry.
37. In occupations involving exposure to pyroxylin plastic or composition dusts.
38. In operations involving the heating of celluloid.
39. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powered form.
40. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.

EXHIBIT 147

TRAILER MANUFACTURING INDUSTRY

I. Occupations involving specific mechanical hazards-machine work (prohibition to apply to operating, assisting in operating, or

taking material from the following machines)

1. Grinding, abrasive, polishing or buffing wheels, provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
2. Metal-cutting machines having a guillotine action.
3. Machinery used in the cold rolling of heavy metal stock.
4. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
5. Power-driven metal planing machines.
6. Circular saws used in the cutting of metals.
7. Power shears of all kinds.
8. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
9. Operation of power-driven woodworking machinery or as off-bearer.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

11. In oiling, cleaning or wiping machinery or shafting in motion.
12. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving health hazards

13. All work in spray painting.
14. Work involving exposure to chromic acids, chromates, or bichromates.
15. Work involving excessive exposure to corrosive substances.

III. Occupations involving general hazards

16. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
17. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
18. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
19. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
20. In the cutting or welding of metals by gas or electricity.

EXHIBIT 148

TRUCKING INDUSTRY

1. As drivers on vehicles.

2. In any capacity, driver, helper or otherwise, on vehicles transporting dynamite, nitroglycerin or other highly dangerous explosives usually refused transportation under existing motor freight tariffs. Transportation of gasoline and its products, small-arms ammunition, small-arms primers, fireworks, fuses, cartridge shells empty but primed, grenades empty but primed, are not included in the above.
3. In any capacity, driver, helper or otherwise, on vehicles transporting inherently dangerous acids such as nitric, sulphuric, hydrofluoric or others similarly dangerous in nature.
4. Loading of trucks directly from clay, gravel, sand or rock banks.
5. In occupations requiring the lifting of weights in excess of 150 pounds.
6. Where elevators or hoisting machinery are used, the following are prohibited: The care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation..

EXHIBIT 149

TROUT FARMING INDUSTRY IN THE EASTERN SECTION

1. As drivers or assistants to drivers of motor vehicles whether on or off the public highway, including tractors used on the trout farm.
2. In, or assisting in, the operation of gas, oil or steam engines or other prime movers, including compressors in refrigerating plant and food grinding machines.
3. In, or assisting in, the operation of oiling, cleaning, or wiring machinery in motion.
4. In, or assisting in, the operation of power grinding machines for the preparation of trout food, or any other purpose.
5. The operation of any power-driven woodworking machinery.
6. The operation of any power-driven concrete mixer.
7. Working in or around derricks, hoists or other well-driving operations.
8. Working in or around steam shovels.
9. Taking any part in any operation involving the use of dynamite or other explosives used in the clearing of land or otherwise.

EXHIBIT 150

UNIT HEATER AND/OR UNIT VENTILATOR MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not

more than 15 pounds pressure used solely for heating purposes).

2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operating of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.

In case of foundry work in the industry --

5. All work in the foundry proper.
6. All cleaning or grinding operations in foundries.
7. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or of any lead alloy.
8. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
9. In the cutting or welding of metals by gas or electricity.
10. In, or in connection with, hot galvanizing or tinning processes.

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines)

11. Grinding, abrasive, polishing or buffing wheels, provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
12. Metal-cutting machines having a guillotine action.
13. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
14. Power-driven metal planing machines.
15. Circular saws used in the cutting of metals.
16. Wire stitching machinery.
17. Machinery having a heavy rolling or crushing action.
18. Machinery used in the cold rolling of heavy metal stock.
19. Boring mills.
20. Power shears of all kinds.
21. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch thickness.

Exception--Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

22. In oiling, cleaning or wiping machinery in motion.
23. In applying belts to a pulley in motion or assisting therein.

III. Occupations involving health hazards

24. All work involving exposure to acid in connection with pickling of sheet plate.
25. All work in spray painting.
26. In all processes where substances containing lead or any of its compounds are used in a liquid or powered form or at a temperature sufficient to vaporize lead.
27. In processes where quartz or any other form of silicon dioxide or an asbestos silicate is present in powered form.
28. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
29. In the use of dangerous dyestuffs.
30. Lead soldering work.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry, for a sufficient period of time to be systematically advances through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

31. Work involving exposure to chromic acids, chromates, or bichromates.
32. Work involving excessive exposure to corrosive substances.

EXHIBIT 151

UPHOLSTERY SPRING AND ACCESSORIES MANUFACTURING INDUSTRY

I. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating or assisting in operating the following machines).

1. Grinding, abrasive, polishing or buffing wheels, provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.

2. Metal-cutting machines having a guillotine action.
3. Power shears of all kinds.
4. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
5. Power-driven woodworking machinery (where used).

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

6. In oiling, cleaning, or wiping machinery in motion or shafting in motion.
7. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving health hazards

8. All work in spray painting.

III. Occupations involving general hazards (including plant and outside maintenance).

9. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
10. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
11. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped for automatic operation.
12. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
13. In the welding of metals by gas or electricity.

EXHIBIT 152

USED TEXTILE BAG INDUSTRY

1. Operating vacuum cleaning machines.
2. Operating printing presses.
3. Operating electric or hand baling presses.
4. Operating mechanical cutting knives.
5. Operating of bag tumblers.
6. Operations involving excessive exposure to dust.
   (Work on the above specified machines may not include all the occupations which should be prohibited because of the excessive exposure to dust).
7. In oiling, cleaning or wiping machinery or shafting in motion.
8. In applying belts to pulleys in motion or assisting therein.
9. As drivers or assistants to drivers of motor vehicles, or as helpers or delivery boys on motor vehicles.
10. In, or assisting in, the operation of gas, oil or steam engines or other prime movers.
11. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation (1) of dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
12. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).

EXHIBIT 153

USED TEXTILE MACHINERY AND ACCESSORIES DISTRIBUTING TRADE

Occupations Involving General Hazards

1. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
2. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association or (2) elevators equipped only for automatic operation.
3. In all loading and unloading operations (from trucks, trains, etc.) where lifting is done by hand.

If power driven machinery is used in conveying or handling material the following should be added:

4. In handling, loading or unloading goods where power-driven machinery is used for conveying or handling.

EXHIBIT 154

VACUUM CLEANER MANUFACTURING INDUSTRY

I. Occupations involving general hazards

1. In foundries (ferrous and non-ferrous) all work in the foundry proper.
2. All cleaning or grinding operations in foundries.
3. All work in foundries involving exposure to molten lead or any molten lead alloy or to dust of lead or any lead alloy.
4. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
5. In the cutting or welding of metals by gas or electricity.
6. In, or in connection with, hot galvanizing or tinning processes.
7. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
8. In, or assisting in, the operating of gas, oil, or steam engines or other prime movers.
9. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
10. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association or (2) of elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work (prohibition to apply to operating, assisting in operating or taking material from the following machines)

11. Grinding, abrasive, polishing or buffing wheels; provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.
12. Metal-cutting machines having a guillotine action.
13. Machinery used in the cold rolling of heavy metal stock.
14. Metal plate bending machines handling material or more than 0.2145 inch in thickness.
15. Power-driven metal planing machines.
16. Circular saws used in the cutting of metals.
17. Boring mills.
18. Power shears of all kinds.
19. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
20. Machinery having a heavy rolling or crushing action.
20a. Wire stitching machinery.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

21. In oiling, cleaning or wiping machinery or shafting in motion.
22. In applying belts to pulleys in motion or assisting therein.

III. Occupations involving health hazards

23. All work in spray painting.
24. Work involving exposure to benzol or any benzol compound which is volatile or which can penetrate the skin.
25. Lead soldering work.
26. All work involving exposure to acid in connection with pickling of sheet plate.

Apprentices shall be defined as "those who are regularly indentured under contract to the industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 155

VALVES AND FITTINGS MANUFACTURING INDUSTRY

I. Occupation Involving Specific Mechanical Hazards--Machine Work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

1. Grinding, abrasive, polishing, or buffing wheels; provided that apprentices operation under conditions of bona fide apprenticeship may grind their own tools.
3. Machinery used in the cold rolling of heavy metal stock.
4. Metal plate bending machines handling material of more than 0.2145 inch in thickness.
5. Power driven metal planing machines.
6. Circular saws used in the cutting of metals.
7. Boring mills.
8. Power shears of all kinds.
9. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

Exception--Apprentices:--Employment on any of the above named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

10. In oiling, cleaning, or wiping machinery or shafting in motion.
11. In applying belts to pulleys in motion or assisting therein.

II. Occupations Involving General Hazards.

12. In ferrous and non-ferrous foundries--all work in the foundry proper.
13. All cleaning or grinding operations in foundries.
14. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
15. All work in foundries involving exposure to molten lead or any molten lead alloy, or to dust of lead or of any lead alloy.
16. In the cutting or welding of metals by gas or electricity.
17. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
18. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
19. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
20. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

EXHIBIT 156

VENETIAN BLIND INDUSTRY

I. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or of (2) elevators equipped only for automatic operation.

II. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

5. All occupations in connection with power-driven woodworking machinery.

   Exception: Employment on these machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

6. In oiling, cleaning, or wiping machinery in motion.
7. In applying belts to a pulley in motion or assisting therein,

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a Trade, Occupation or Industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 157

WARM AIR FURNACE MANUFACTURING INDUSTRY

1. Moulding work, core making or other processes in foundries which expose the worker either directly or indirectly to melted metal.
2. All cleaning or grinding operations in foundries.
3. In malleable foundries, operations involving handling of heated castings, etc., in connection with annealing work.
4. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
5. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
6. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
7. In the care, custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
8. In the cutting or welding of metals by gas or electricity.
9. In or in connection with hot galvanizing or tinning processes.
10. Grinding, abrasive, polishing or buffing wheels; provided that learners may grind their own tools.
11. In oiling, cleaning or wiping machinery in motion.
12. In applying belts to a pulley in motion or assisting therein.
13. Lead soldering work.
14. All work involving exposure to acid in connection with pickling of sheet plate.

EXHIBIT 158

WARM AIR REGISTER MANUFACTURING INDUSTRY

I. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating or assisting in operating the following machines).

1. Grinding, abrasive, polishing or buffing wheels, provided that apprentices operating under conditions of bona fide apprenticeship may grind their own tools.

2. Metal-cutting machines having a guillotine action.
3. Power shears of all kinds.
4. Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch.

Exception: Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

5. In oiling, cleaning, or wiping machinery or shafting in motion.
6. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving health hazards

7. All work in spray painting.

III. Occupations involving general hazards (including plant and outside maintenance).

8. All work in the foundry proper.
9. All chipping or grinding operations.
10. In the cutting or welding of metals by gas or electricity.
11. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
12. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
13. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
14. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

EXHIBIT 159

WASTE PAPER INDUSTRY*

1. Drivers of trucks or other motor vehicles, or helpers on such vehicles.

If hoisting apparatus is used in the industry.

2. Operation or repair of elevators, cranes, derricks or other hoisting apparatus except the operation of dumbwaiters as defined by the American Standards Association, or elevators equipped only for automatic operation.

(*) (Subdivision of the Scrap Iron, Non-Ferrous Scrap Metals, and Waste Materials Trade)

EXHIBIT 160

WATERPROOF PAPER INDUSTRY

I. Occupations Involving General Hazards

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

II. Occupations Involving Specific Mechanical Hazards - Machine Work. (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

5. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods, if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
6. Paper cutting machines having a guillotine action.
7. Paper punches or line perforators.
8. Creasers, slitters, or corrugating, crimping, embossing plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
9. Power shears of all kinds.

Exception - Apprentices

Employment on any of the above machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.

10. In oiling, cleaning, or wiping machinery or shafting in motion.
11. In applying belts to pulleys in motion or assisting therein.

Where Printing is Done

12. Power-driven printing presses.
13. Monotype or linotype machines.
14. Embossing machinery used in the printing industry.
15. Blowing out type cases in printing shops.
16. Cleaning linotype plungers in printing shops.
17. Dry sweeping and cleaning in printing shops.
18. In melting operations in printing shops.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry, for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation, or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 161

WAXED PAPER INDUSTRY

I. Occupations Involving General Hazards.

1. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
4. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

II. Occupations Involving Specific Mechanical Hazards - Machine Work: (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

5. Machinery of stamping or punch-press type used in the manufacture of paper or paper goods, if the clearance between the ram and the die or the stripper exceeds one-fourth inch.
6. Paper-cutting machines having a guillotine action.
7. Paper punches or line perforators.
8. Creasers, slitters, or corrugating, crimping, embossing, plating, printing, or graining rolls used in the manufacture of paper and paper products which are not guarded at the point of operation.
9. Power shears of all kinds.
   Exception- Apprentices--Employment on any of the above machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship.
10. In oiling, cleaning, or wiping machinery or shafting in motion.
11. Applying belts to pulleys in motion or assisting therein.

Where printing is done.

12. Power-driven printing presses.
13. Monotype or linotype machines.
14. Embossing machinery used in the printing industry.
15. Blowing out type cases in printing shops.
16. Cleaning linotype plungers in printing shops.
17. Dry sweeping and cleaning in printing shops.
18. In melting operations in printing shops.

Apprentices shall be defined as "those who are regularly indentured under contract to the Industry for a sufficient period of time to be systematically advanced through the various operations, shops, departments, etc., of a trade, occupation or industry, and who receive educational training in an organized educational institution during a portion of their working time."

EXHIBIT 162

WET MOP MANUFACTURING INDUSTRY

1. Drivers or assistants to drivers of motor vehicles or helpers or delivery boys on motor vehicles.
2. Operating or assisting in the operation of gas, oil, or steam engines or other prime movers.
3. Firing of steam or water boilers (except boilers or not more than 15 pounds pressure used solely for heating purposes).
4. The care, custody, operation, or repair of elevators, cranes, derricks or other hoisting apparatus, except the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
5. Oiling, cleaning, or wiping machinery in motion.
6. Applying belts to a pulley in motion or assisting therein.
7. Operation of lathes.

EXHIBIT 163

WHEAT FLOUR MILLING INDUSTRY

I. General Machine Hazards

1. In oiling, cleaning or wiping machinery or shafting in motion.
2. In applying belts to pulleys in motion or assisting therein.
3. As drivers of trucks or other motor vehicles, or as helpers or delivery boys on such vehicles, (messengers, office and light delivery boys using such vehicles excluded).
4. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
5. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
6. In the cutting or welding of metals by gas or electricity.

II. Specific Mechanical Hazards

7. Superintendent
8. Head Miller
9. Second Miller
10. Engineer

EXHIBIT 164

OCCUPATIONS PROHIBITED FOR MINORS UNDER 18

Occupations Involving General Hazards

1. In oiling, cleaning or wiping machinery or shafting in motion.
2. In applying belts to pulleys in motion or assisting therein.
3. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
4. In, or assisting in, the operation of gas, oil, or steam engines, or other prime movers.
5. In the care, custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
6. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

EXHIBIT 165

WHOLESALE MONUMENTAL GRANITE INDUSTRY

1. Work in or about quarries, including all surface work.
2. In the transportation or in the use of explosives or explosive substances.
3. Rigging of derricks.
4. Shaping of carborundum wheels.
5. In the operation of carborundum wheels.
6. In the operation of lathes.
7. In all other stone cutting or polishing.
8. In the care or operation or repair of derricks, cranes, elevators, or other hoisting apparatus except in the operation (1) of dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.
9. In switching and working on or about railroad equipment.
10. In oiling, cleaning, or wiping machinery in motion.
11. In applying belts to pulley in motion or assisting therein.
12. In proximity to any unguarded belt or gearing.
13. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
14. Firing of steam or water boilers (except steam or water boilers of not more than 15 lbs. pressure used solely for heating purposes).
15. If waste material is utilized, in operating or assisting to operate crushing machines.

EXHIBIT 166

WHOLESALE MONUMENTAL MARBLE INDUSTRY

1. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
2. Shaping of carborundum wheels
3. Rigging of derricks.
4. In the care, custody, operation or repair of derricks, cranes, elevators, or other hoisting apparatus, except in the operation (1) of dumbwaiters as defined by American Standards Association, or (2) of elevators equipped only for automatic operation.
5. In the oiling, cleaning, or wiping machinery in motion.
6. In applying belts to a pulley in motion, or assisting therein.
7. In the proximity to any unguarded belt or gearing.
8. Switching and working on and about railroad equipment.
9. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
10. Firing of steam or water boilers (except steam or water boilers of not more than 15 lbs. pressure used solely for heating purposes).

EXHIBIT 167

WHOLESALE TOBACCO INDUSTRY

1. As drivers of trucks or other motor vehicles or as helpers to drivers or to deliver goods from trucks or other motor vehicles.
2. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.
3. In handling, loading, or unloading goods where power-driven machinery is used for conveying or handling.
4. In switching or in operating railroad equipment.
5. In dock or marine work.

EXHIBIT 168

WOOD CASED LEAD PENCIL MANUFACTURING INDUSTRY

I. In occupations involving specific mechanical hazards- machine work (Prohibition to apply to operating or assisting in operating the following machines).

1. All power-driven woodworking machinery.
2. Punch presses or stamping machines if the clearance between the ram and die or the stripper exceeds one-fourth inch.

Exception--Apprentices: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age who are bona fide apprentices.

3. In oiling, cleaning, or wiping machinery or shafting in motion.
4. In applying belts to pulleys in motion or assisting therein.

II. Occupations involving health hazards

5. In all processes where substances containing lead or any of its compounds are used in a liquid or powdered form, or at a temperature sufficient to vaporize lead.
6. Work involving exposure to benzol or any benzol compound which is violate or which can penetrate the skin.
7. In the use of dangerous dye-stuffs.

III. Plant and outside maintenance

8. As drivers of trucks or other motor vehicles or as helpers or delivery boys on such vehicles.
9. In, or assisting in, the operation of gas, oil, or steam engines used as prime movers.
10. In the operation, custody, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (a) dumbwaiters as defined by the American Standards Association, or (b) elevators equipped only for automatic operation.
11. Firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).

EXHIBIT 169

WOOD HEEL INDUSTRY

1. Turning, blocking, grooving, grading, concaving, shank scouring, leather and rubber trimming.
2. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes).
3. Driving of motor vehicles.
4. Operating or assisting in the operation of gas, oil or steam engines or other prime movers.
5. Care, custody of (sic) repairing of elevators or other hoisting apparatus, except in the operation of dumbwaiters as defined by the American Standards Association or of elevators equipped only for automatic operation.

EXHIBIT 170

WOOD PLUG INDUSTRY

I. Occupations involving specific mechanical hazards--machine work (Prohibition to apply to operating, assisting in operating, or taking material from the following machines).

1. All occupations in connection with power-driven woodworking machinery.
   Exception:
   Employment on any of the above-named machines may be permitted in the case of minors between sixteen (16) and eighteen (18) years of age under conditions of bona fide apprenticeship to a trade.
2. In oiling, cleaning, or wiping machinery in motion.
3. In applying belts to a pulley in motion or assisting therein.

II. Occupations involving general hazards

4. Firing of steam or water boilers, (except boilers or not more than 15 lbs. pressure used solely for heating purposes).
5. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
6. In or assisting in the operation of gas, oil, or steam engines or other prime movers.
7. In the custody, operation, or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

EXHIBIT 171

WOOD TURNING AND SHAPING INDUSTRIES

I. Occupations involving specific mechanical hazards-- machine work (prohibition to apply to operating, assisting in operating, or taking material from the following machines)

1. All occupations in connection with power-driven woodworking machinery.
   Exception: Employment on any of the above-named machines may be permitted in the case of minors between 16 and 18 years of age under conditions of bona fide apprenticeship to a trade.
2. In oiling, cleaning or wiping machinery in motion.
3. In applying belts to a pulley in motion or assisting therein.

II. Occupations involving general hazards

1. Firing of steam or water boilers (except boilers of not more than 15 pounds pressure used solely for heating purposes.

2. As drivers or assistants to drivers of motor vehicles or as helpers or delivery boys on motor vehicles.
3. In, or assisting in, the operation of gas, oil, or steam engines or other prime movers.
4. In the custody, operation or repair of elevators, cranes, derricks, or other hoisting apparatus, except in the operation of (1) dumbwaiters as defined by the American Standards Association, or (2) of elevators equipped only for automatic operation.

III. Occupations involving inflammable material

1. Mixing and/or handling after mixing of any liquids containing lacquer, naptha, or any other easily inflamnable liquid substance used in or around so-called "enameling departments."

EXHIBIT 172

WOODEN INSULATOR PIN AND BRACKET MANUFACTURING INDUSTRY

I: Occupation involving specific mechanical hazards, including Machine Work:

1. All occupations in connection with power-driven woodworking machinery.
   Exception - Employment on any of the above named machines may be permitted in the case of minors between sixteen and eighteen years of age under conditions of bona fide apprenticeship to a trade.
2. Any occupation involving the oiling, cleaning or wiping of any machinery in motion.
3. Any occupation involving the application of belts to pulleys in motion or the assistance therein.

II. Occupations involving general hazards (General Plant and Outside Maintenance).

4. Drivers or assistants to drivers of motor vehicles or helpers or delivery boys on motor vehicles.
5. Occupations involving the firing of steam or water boilers (except boilers of not more than 15 lbs. pressure used solely for heating purposes).
6. Occupations in or assisting in the operation of any gas, oil, or steam engines or other prime movers.
7. Occupations involving the custody, operation or repair of elevators, cranes, derricks or other hoisting apparatus, except in the operation of (1) dumbwaiters, as defined by the American Standards Association, or (2) elevators equipped only for automatic operation.

EXHIBIT 173

WOOL FELT MANUFACTURING INDUSTRY

1. Carding
2. Lapping
3. Fulling
4. Washing
5. Extracting
6. Cutting

OFFICE OF THE NATIONAL RECOVERY ADMINISTRATION
THE DIVISION OF REVIEW

THE WORK OF THE DIVISION OF REVIEW

Executive Order No. 7075, dated June 15, 1935, established the Division of Review of the National Recovery Administration. The pertinent part of the Executive Order reads thus:

> The Division of Review shall assemble, analyze, and report upon the statistical information and records of experience of the operations of the various trades and industries heretofore subject to codes of fair competition, shall study the effects of such codes upon trade, industrial and labor conditions in general, and other related matters, shall make available for the protection and promotion of the public interest an adequate review of the effects of the Administration of Title I of the National Industrial Recovery Act, and the principles and policies put into effect thereunder, and shall otherwise aid the President in carrying out his functions under the said Title. I hereby appoint Leon C. Marshall, Director of the Division of Review.

The study sections set up in the Division of Review covered these areas: industry studies, foreign trade studies, labor studies, trade practice studies, statistical studies, legal studies, administration studies, miscellaneous studies, and the writing of code histories. The materials which were produced by these sections are indicated below.

Except for the Code Histories, all items mentioned below are scheduled to be in mimeographed form by April 1, 1936.

THE CODE HISTORIES

The Code Histories are documented accounts of the formation and administration of the codes. They contain the definition of the industry and the principal products thereof; the classes of members in the industry; the history of code formation including an account of the sponsoring organizations, the conferences, negotiations and hearings which were held, and the activities in connection with obtaining approval of the code; the history of the administration of the code, covering the organization and operation of the code authority. the difficulties encountered in administration, the extent of compliance or non-compliance, and the general success or lack of success of the code; and an analysis of the operation of code provisions dealing with wages, hours, trade practices, and other provisions. These and other matters are canvassed not only in terms of the materials to be found in the files, but also in terms of the experiences of the deputies and others concerned with code formation and administration.

The Code Histories, (including histories of certain NRA units or agencies) are not mimeographed. They are to be turned over to the Department of Commerce in typewritten form. All told, approximately eight hundred and fifty (850) histories will be completed. This number includes all of the approved codes and some of the unapproved codes. (In Work Materials No 18, Contents of Code Histries, will be found the outline which governed the preparation of Code Histories.)

(In the case of all approved codes and also in the case of some codes not carried to final approval, there are in NRA files further materials on industries. Particularly worthy of mention are the Volumes I, II and III which constitute the material officially submitted to the President in support of the recommendation for approval of each code. These volumes

set forth the origination of the code, the sponsoring group, the evidence advanced to support the proposal, the report of the Division of Research and Planning on the industry, the recommendations of the various Advisory Boards, certain types of official correspondence, the transcript of the formal hearing, and other pertinent matter. There is also much official information relating to amendments, interpretations, exemptions, and other rulings. The materials mentioned in this paragraph were of course not a part of the work of the Division of Review.)

THE WORK MATERIALS SERIES

In the work of the Division of Review a considerable number of studies and compilations of data (other than those noted below in the Evidence Studies Series and the Statistical Material Series) have been made. These are listed below, grouped according to the character of the material. (In Work Materials No. 17, Tentative Outlines and Summaries of Studies in Process, these materials are fully described).

Industry Studies

Automobile Industry, An Economic Survey of
Bituminous Coal Industry under Free Competition and Code Regulation, Economic Survey of
Electrical Manufacturing Industry, The
Fertilizer Industry, The
Fishery Industry and the Fishery Codes
Fishermen and Fishing Craft, Earnings of
Foreign Trade under the National Industrial Recovery Act
  Part A - Competitive Position of the United States in International Trade 1927-29 through 1934.
  Part B - Section 3 (e) of NIRA and its administration.
  Part C - Imports and Importing under NRA Codes.
  Part D - Exports and Exporting under NRA Codes.
Forest Products Industries, Foreign Trade Study of the
Iron and Steel Industry, The
Knitting Industries, The
Leather and Shoe Industries, The
Lumber and Timber Products Industry, Economic Problems of the
Men's Clothing Industry, The
Millinery Industry, The
Motion Picture Industry, The
Migration of Industry, The: The Shift of Twenty-Five Needle Trades From New York State, 1926 to 1934
National Labor Income by Months, 1929-35
Paper Industry, The
Production, Prices, Employment and Payrolls in Industry, Agriculture and Railway Transportation, January 1923, to date
Retail Trades Study, The
Rubber Industry Study, The
Textile Industry in the United Kingdom, France, Germany, Italy, and Japan
Textile Yarns and Fabrics
Tobacco Industry, The
Wholesale Trades Study, The
Women's Neckwear and Scarf Industry, Financial and Labor Data on

Women's Apparel Industry, Some Aspects of the

Trade Practice Studies

Commodities, Information Concerning: A Study of NRA and Related Experiences in Control
Distribution, Manufacturers' Control of: Trade Practice Provisions in Selected NRA Codes
Distributive Relations in the Asbestos Industry
Design Piracy: The Problem and Its Treatment Under NRA Codes
Electrical Mfg. Industry: Price Filing Study
Fertilizer Industry: Price Filing Study
Geographical Price Relations Under Codes of Fair Competition, Control of
Minimum Price Regulation Under Codes of Fair Competition
Multiple Basing Point System in the Lime Industry: Operation of the
Price Control in the Coffee Industry
Price Filing Under NRA Codes
Production Control in the Ice Industry
Production Control, Case Studies in
Resale Price Maintenance Legislation in the United States
Retail Price Cutting, Restriction of, with special Emphasis on The Drug Industry.
Trade Practice Rules of The Federal Trade Commission (1914-1936): A classification for comparison with Trade Practice Provisions of NRA Codes.

Labor Studies

Cap and Cloth Hat Industry, Commission Report on Wage Differentials in
Earnings in Selected Manufacturing Industries, by States, 1933-35
Employment, Payrolls, Hours, and Wages in 115 Selected Code Industries 1933-1935
Fur Manufacturing, Commission Report on Wages and Hours in
Hours and Wages in American Industry
Labor Program Under the National Industrial Recovery Act, The
  Part A. Introduction
  Part B. Control of Hours and Reemployment
  Part C. Control of Wages
  Part D. Control of Other Conditions of Employment
  Part E. Section 7(a) of the Recovery Act
Materials in the Field of Industrial Relations
PRA Census of Employment, June, October, 1933
Puerto Rico Needlework, Homeworkers Survey

Administrative Studies

Administrative and Legal Aspects of Stays, Exemptions and Exceptions, Code Amendments, Conditional Orders of Approval
Administrative Interpretations of NRA Codes
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Uncodified Industries: A Study of Factors Limiting the Code Making Program

Legal Studies

Anti-Trust Laws and Unfair Competition
Collective Bargaining Agreements, the Right of Individual Employees to Enforce
Commerce Clause, Federal Regulation of the Employer-Employee Relationship Under the
Delegation of Power, Certain Phases of the Principle of, with Reference to Federal Industrial Regulatory Legislation
Enforcement, Extra-Judicial Methods of
Federal Regulation through the Joint Employment of the Power of Taxation and the Spending Power
Government Contract Provisions as a Means of Establishing Proper Economic Standards, Legal Memorandum on Possibility of
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Intrastate Activities Which so Affect Interstate Commerce as to Bring them Under the Commerce Clause, Cases on
Legislative Possibilities of the State Constitutions
Post Office and Post Road Power -- Can it be Used as a Means of Federal Industrial Regulation?
State Recovery Legislation in Aid of Federal Recovery Legislation History and Analysis
Tariff Rates to Secure Proper Standards of Wages and Hours, the Possibility of Variation in
Trade Practices and the Anti-Trust Laws
Treaty Making Power of the United States
War Power, Can it be Used as a Means of Federal Regulation of Child Labor?

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THE EVIDENCE STUDIES SERIES

The Evidence Studies were originally undertaken to gather material for pending court cases. After the Schechter decision the project was continued in order to assemble data for use in connection with the studies of the Division of Review. The data are particularly concerned with the nature, size and operations of the industry; and with the relation of the industry to interstate commerce. The industries covered by the Evidence Studies account for more than one-half of the total number of workers under codes. The list of those studies follows:

Automobile Manufacturing Industry
Automotive Parts and Equipment Industry
Baking Industry
Boot and Shoe Manufacturing Industry
Bottled Soft Drink Industry
Builders' Supplies Industry
Canning Industry
Chemical Manufacturing Industry
Cigar Manufacturing Industry
Coat and Suit Industry
Construction Industry
Cotton Garment Industry
Dress Manufacturing Industry
Electrical Contracting Industry
Electrical Manufacturing Industry
Fabricated Metal Products Mfg. and Metal Finishing and Metal Coating Industry
Fishery Industry
Furniture Manufacturing Industry
General Contractors Industry
Graphic Arts Industry
Gray Iron Foundry Industry
Hosiery Industry
Infant's and Children's Wear Industry
Iron and Steel Industry
Leather Industry
Lumber and Timber Products Industry
Mason Contractors Industry
Men's Clothing Industry
Motion Picture Industry
Motor Vehicle Retailing Trade
Needlework Industry of Puerto Rico
Painting and Paperhanging Industry
Photo Engraving Industry
Plumbing Contracting Industry
Retail Lumber Industry
Retail Trade Industry
Retail Tire and Battery Trade Industry
Rubber Manufacturing Industry
Rubber Tire Manufacturing Industry
Shipbuilding Industry
Silk Textile Industry
Structural Clay Products Industry
Throwing Industry
Trucking Industry
Waste Materials Industry
Wholesale and Retail Food Industry
Wholesale Fresh Fruit and Vegetable Industry
Wool Textile Industry

THE STATISTICAL MATERIALS SERIES

This series is supplementary to the Evidence Studies Series. The reports include data on establishments, firms, employment, Payrolls, wages, hours, production capacities, shipments, sales, consumption, stocks, prices, material costs, failures, exports and imports. They also include notes on the principal qualifications that should be observed in using the data, the technical methods employed, and the applicability of the material to the study of the industries concerned. The following numbers appear in the series:
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Asphalt Shingle and Roofing Industry
Business Furniture
Candy Manufacturing Industry
Carpet and Rug Industry
Cement Industry
Cleaning and Dyeing Trade
Coffee Industry
Copper and Brass Mill Products Industry
Cotton Textile Industry
Electrical Manufacturing Industry
Fertilizer Industry
Funeral Supply Industry
Glass Container Industry
Ice Manufacturing Industry
Knitted Outerwear Industry
Paint, Varnish, and Lacquer, Mfg. Industry
Plumbing Fixtures Industry
Rayon and Synthetic Yarn Producing Industry
Salt Producing Industry

THE COVERAGE

The original, and approved, plan of the Division of Review contemplated resources sufficient (a) to prepare some 1200 histories of codes and NRA units or agencies, (b) to consolidate and index the NRA files containing some 40,000,000 pieces, (c) to engage in extensive field work, (d) to secure much aid from established statistical agencies of government, (e) to assemble a considerable number of experts in various fields, (f) to conduct approximately 25% more studies than are listed above, and (g) to prepare a comprehensive summary report.

Because of reductions made in personnel and in use of outside experts, limitation of access to field work and research agencies, and lack of jurisdiction over files, the projected plan was necessarily curtailed. The most serious curtailments were the omission of the comprehensive summary report; the dropping of certain studies and the reduction in the coverage of other studies; and the abandonment of the consolidation and indexing of the files. Fortunately, there is reason to hope that the files may yet be cared for under other auspices.

Notwithstanding these limitations, if the files are ultimately consolidated and indexed the exploration of the NRA materials will have been sufficient to make them accessible and highly useful. They constitute the largest and richest single body of information concerning the problems and operations of industry ever assembled in any nation.

L. C. Marshall,
Director, Division of Review.

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